

Phoney-Baloney RIMPs

On Tuesday, Aug. 20, your Union was informed by the district that they informed administrators that the BOY cut score on the NWEA/MAP will be raised to 212 for the purposes of third grade students being placed on the RIMP. The cut score set by the ODE is 194. The effect of this 18-point change is that each third grader who scores below the 92 percentile in reading will be placed on a RIMP. This new cut score established by the District is far above the average score for students entering the third grade.

The rationale offered to your Union of the decision to change the cut score was that it is “just a compliance measure” in order to avoid deductions on the District’s “K–3 Literacy” component on the state report card. Previously, the District faced deductions for third grade students who were “on track” at BOY, did not have a RIMP in place and scored below Proficient on the Spring AIR. Now, ODE will make the same deduction for students who scored “on track” at BOY, do not have a RIMP in place and score below proficient on the fall administration of the AIR.

This drastic change will result in members completing hours of additional paperwork without any new resources or interventions to offer students. This means that students who score between 194 and 211 on the NWEA/MAP and are considered to be “on track” based on ODE’s expectations will be falsely labeled “off track” by CCS. Our members will be forced to notify their students’ families that their student is “off track” and then have to ask those same families to sign their RIMP. Students who are truly “off track” and need intervention will now be competing with students who have a phoney-baloney RIMP for “just a compliance measure.”

School districts are permitted to raise their 3GRG diagnostic cut score above the minimum score set by ODE. However, it is the position of your Union that such a desperate change in cut score for the sole purpose of padding our grade on the state report card is a gross misuse of the RIMP as it was designed. Additionally, this change could potentially represent a violation of the ODE Licensure Code of Conduct for Professional Educators—Principal Three—Accurate Reporting.

It is also our position that by making such a radical change to the cut score without input from your Union is a misinterpretation, misapplication, or violation of our contract. Therefore, your Union will continue informal dialogue with the District in an attempt to resolve the matter. Should informal dialogue fail to produce results, your Union is prepared to file a grievance to enforce our contractual rights. CEA members at all grade levels should be prepared to stand in solidarity and take action on behalf of our brothers and sisters in third grade, if necessary.

When you receive a directive from any administrator regarding the new cut score and requirements for RIMPs, please inform your Faculty Representative for forwarding to the CEA office. Be sure to include all documentation provided by your administrator.

and the public every day. In addition, the badge backer serves as a reminder of your Weingarten Rights and provides a list of the most frequently called CEA and district numbers. Your Faculty Representative will receive new badge backers for each CEA member this week, make sure to wear yours with pride!

Is Your Discipline Plan Ready?

The *CEA Master Agreement* specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing. The discipline plan establishes procedures for the administration of all forms of discipline within the school, including procedures related to suspension and recommendation for discipline. Failure to have a plan in place is subject to a grievance at Step 2 against the principal. In the event the principal is new to the building, such failure must first be brought to his/her attention in writing at least ten calendar days before the grievance is filed in order for the principal to develop or finalize a building plan.

Your Union is asking that all discipline plans be sent to CEA Vice President Phil Hayes at hayesp@ceaohio.org. Schools that provide their discipline plans will be listed in the next several issues of *The CEA Voice*.

FR Training

On Thursday, Aug. 15, nearly 150 Senior Faculty Representatives and Faculty Representatives attended CEA’s Annual Summer FR Training at Villa Milano. FRs participated in workshops



about a variety of topics. They included PAR, the Reform Panel, Member Engagement and ODE’s Professional Code of Conduct. We thank the FRs from the following units for attending:

Alpine ES, Art, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK–8, Binns ES, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, Cassady ES, CEA, Cedarwood ES, Centennial HS, Clinton ES, Colerain ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus Gifted Academy, Columbus Global Acad. 6–12@Brookhaven, Columbus North International HS 7–12, Columbus Scioto 6–12, Como ES, Cranbrook ES, Devonshire ES, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, Fairwood K–6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Gifted & Talented, Highland ES, Hilltonia MS, 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, Leawood ES, Liberty ES, Lincoln Park K–6, Lindbergh ES, Linden STEM Acad. PreK–6, Livingston K–6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Music, North Linden ES, Northland HS, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K–6, Phys. Ed., Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K–6, Social Workers, South HS 7–12, Southwood K–6, Special Ed. Transition Coordinators, Speech & Language, Sullivant ES, Trevitt ES, Tutors, Walnut Ridge HS, Wedgewood MS, Weinland Park ES, West HS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS.

Coming Soon: New CEA Badge Backers

Building on the momentum of our #ColumbusStudentsDeserve Contract Campaign, CEA is rolling out badge backers to keep the union relevant and visible to members, administrators,



The CEA Master Agreement has been expired for 8 days.

Fall Fling Is Coming

Are you coming to the CEA Fall Fling? Join us Friday, September 20, from 4–8 p.m. at the Hilton Easton, 3900 Chagrin Drive. Your Association just welcomed nearly 200 new members this school year—help them celebrate their new career and welcome them to the CEA family. Our annual party features music, great food, and prizes. Get to know your colleagues; meet candidates for office and local elected officials. Admission is free. Beer and wine are just \$2.

Sept. LA

The first CEA Legislative Assembly of the 2019–2020 school year will be held on Thursday, September 12, at The Boathouse at Confluence Park, 679 W. Spring Street. Registration begins at 3:30 p.m. with the meeting starting promptly at 4:30 p.m. All Faculty Representatives should plan to be in attendance. Dinner will be provided. *RSVP* to Michelle Crouse at crousem@ceaohio.org. Be sure to include your name and the building/unit you represent.

Apply for TLI

The Columbus Education Association, in collaboration with the National Education Association, the National Board of Professional Teaching Standards, and the Center for Teaching Quality, is seeking 50 CEA members to participate in the 2019 cohort of the Teacher Leadership Initiative (TLI). In the coming months, hundreds of teachers from multiple sites across the country will be selected to participate. Those who are selected and complete the entire experience will receive a \$500 completion honorarium and earn 18 CEUs for their work. The deadline to submit your online application is Friday, Oct. 18. To submit your application, go to <http://bit.ly/cea19tli>. Be sure that your application is complete. Applicants will be notified of selection by the end of October. For information about applying for this program, contact Dorothy Wilson at (614) 253-4731.

Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides \$1,250 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2019 and June 2020 with a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. Go to <http://bit.ly/fallceaschol19> to download the application form. The deadline is 4:30 p.m. on Friday, Oct. 18. If you have questions, call Kathy Wilkes at (614) 253-4731.

Sick Leave Bank

The CEA contract provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods or we simply have not accumulated enough sick leave to cover extreme situations. You can help by donating two sick days to the Sick Leave Bank. It's easy. The donation form is available on the CCS Intranet under "Human Resources" or the CEA website under "Forms." The deadline for donations is Sept. 30. Anyone who exhausts his or her sick leave may apply to borrow up to 10 days from the bank. He or she will be required to pay back the borrowed days as additional days are earned. When you retire or resign, the two days you deposited to join will be returned to you. If you joined the Sick Leave Bank in the past, you do not need to rejoin, nor do you need to make an additional donation.

Have you formed your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your *CEA Master Agreement* (Article

202.01). Here are the basics:

- The ABC consists of the building's Senior Faculty Representative, two other members elected by secret ballot and two members appointed by the principal.
- All CEA members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.
- Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceaohio.org and your CEA District Governor.

We Need your Contact Information

Members should have received a blue card that CEA uses to update information for our database. Your information remains private and is not shared with entities outside of the Association. CEA needs this information to keep in contact with you. Please complete the card and give it to your Senior Faculty Representative or send it to CEA.

Know Your Contract: 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.

Parent-Teacher Conference Dates

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President's Day. However, Article 1401 of the *Master Agreement* provides each school the opportunity to deviate from the established parent-teacher conference dates. A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school's conferences. Once your school's parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Please note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

Special Note

- ❑ All Resident Educators are required to attend **one of these two Resident Educator Orientations: Sept. 4: Columbus Downtown HS** from 4:30–6:30 p.m. at **or Sept. 10: 4:30–6:30 p.m. Southland Center** (3700 S. High St.)

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

Contact us today and allow our experience to work for you.

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