

Open Enrollment...It's Required

During Open Enrollment (Oct. 8–25), all benefit-eligible bargaining unit members must do one of the following:

1. Reconfirm any current benefit elections
2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.)
3. Waive coverage

Employee Self Service (ESS) will be used for the 2020 enrollment process. Make sure you are able to log on to ESS PRIOR to the start of Open Enrollment. Benefit choices made during Open Enrollment will be effective Jan. 1, 2020. To participate in Open Enrollment, benefits-eligible bargaining unit members can:

1. Meet in person with a Benefits Counselor. To register for an in-person appointment, go to <https://ccs.mybenefitsinfo.com>. Please be advised that counselors will not be available to meet with every employee at every work location.
2. Meet in person with a Benefits Counselor at the Kingswood Data Center, Central Enrollment or the Columbus Education Center (270 E. State St.). To register for an appointment, go to <https://ccs.mybenefitsinfo.com> and use your CCS email username and birthdate to sign in. The available dates and times are as follows:
 - a. Kingswood: Oct. 15 and 22, 3–6 p.m.
 - b. Central Enrollment: Oct. 23, 8 a.m.–5 p.m.
 - c. Columbus Education Center: Oct. 17 and 25, 3–6 p.m.
3. Meet online with a Benefits Counselor in a cobrowsing session. To schedule your call center enrollment meeting ahead of time, visit <https://ccs.mybenefitsinfo.com> and use your CCS email username and birthdate to sign in. Scheduled Call Center appointments will be available from 10 a.m. to 6:30 p.m. Monday through Friday. You must be able to access ESS and join the Benefits Counselor on a computer with the ability to print your confirmation statement. You will be responsible for entering your information into ESS with Counselor assistance.
4. Use ESS to confirm, change or waive your benefit elections. No meeting with a Benefits Counselor is required if you do not wish to elect new or change current Voluntary Benefits. CCS must report health care coverage information for its employees and their dependents to the federal government. Please verify that the Social Security numbers entered into ESS for you and your dependents are correct.



You must meet with a Benefits Counselor in person or online to make or change elections for your Voluntary Benefits which include: Short Term Disability, Critical Illness Insurance, Accident Insurance, Pet Insurance, and Term Life Insurance. If you wish to terminate any of your Voluntary Benefits, you must: Contact US Enrollment at 800-735-0080 to notify them of your cancellation. If you have questions regarding the Open Enrollment Process, contact the CCS Benefits Department at benefitquestions@columbus.k12.oh.us.

RIMP Grievance Update

As you know, recently the District raised the third-grade cut score to determine “on/off track” status. Your Union believes that directive was a violation of Article 202.01, an expansion of the citywide testing program which significantly increased teacher duties related to test administration.

Your Union was unable to resolve the issue informally with the District and filed a “class action grievance”. On Thursday, September 12, we argued that the changed cut score amounted to nothing less than a significant increase in teacher duties related to test administration. To download a copy of the Association’s testimony and exhibits, go to <http://bit.ly/2mG7Sf4>.

Late in the day on Thursday, Sept. 19, we received the District’s response, denying the grievance. Go to <http://bit.ly/2mKQS7j> to download a copy of the administration’s response.

Your Union has asked every third grade teacher who is responsible for creating a RIMP for one or more student(s) scoring between a 181 to 211 on the NWEA MAP test to sign an “Open Letter To The Board of Education.”

All signed letters will be presented to the Board of Education at their regular meeting on Tuesday, October 1. CEA is also asking every third grade teacher to attend the Board of Education meeting as well.

Your Union is asking every single member to stand in Solidarity with our third grade brothers and sisters on Tuesday, Oct. 1 by wearing “Solidarity gear”; anything with the CEA logo—shirts, CEA buttons, *#ColumbusStudentsDeserve* buttons or anything red. Take a staff picture to show our third-grade teacher members your support and send it to tellcea@ceaohio.org so we can post them on the CEA Facebook Page.

CEA Focus on Health and Safety Gets Results

Over Labor Day weekend, a fire caused significant damage to a classroom in the kindergarten wing of Valley Forge ES. After some basic cleanup and sealing off the classroom where the fire occurred, the district directed CEA members and students to resume normal activities in the rest of the building. However, multiple visits and consultations with the building’s FR, as well as teachers working near the fire-damaged area, raised serious concerns about potential airborne elements that could pose a hazard to teachers and students.

The Union went to work immediately, contacting the buildings and grounds department to find out exactly what tests had been performed to determine the building was safe. After being told that the Columbus Public Health Department had declared the building habitable, CEA staff tracked down the specific inspector who toured the facility. The Public Health Department Inspector directed CEA back to district administration, who he said had been advised to have an air quality test performed before resuming use of the affected part of the building. The district confirmed that, in fact, no test had been performed because it was a “recommendation” rather than a “requirement.”

This answer was unacceptable to CEA, who then began contacting higher-level administrators to demand that an air quality test be performed immediately. Within 48 hours, a third-party professional contractor had been secured to perform a comprehensive air quality test, which found that the environ-

ment was well within acceptable levels of airborne hazards. Thanks to a dedicated Faculty Representative, and the work of CEA staff, our members at Valley Forge can now be confident their health, and that of their students, is not in jeopardy. The Union's focus on health and safety is already getting results. If you have a health and safety concern, please contact the CEA office.

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 LA. The next meeting will be held Thursday, Oct. 3, at 4:30 p.m. at the Columbus Downtown HS. The following is a list of buildings/units that were represented at the Sept. 12 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Art, Arts Impact MS, Avalon ES, Avondale ES, Beechcroft HS, Berwick PreK-8, Binns ES, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus North International HS 7-12, Columbus Scioto 6-12, Columbus Spanish Imm. K-6, Como ES, Cranbrook ES, Devonshire ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven 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, 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, Juvenile Detention Center, Leawood ES, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Linmoor Ed. Ctr., Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Moler K-6, Music, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, Options for Success@Linmoor, OT/PT, Parkmoor ES, Parsons K-6, Phys. Ed., Psychologists, 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. Coordinators, Special Ed. Transition Coordinators, Special Needs Preschool, Speech & Language, St. Vincent, Starling K-8, Stewart ES, Sullivant ES, Trevitt ES, Tutors, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. K-6, Woodcrest ES, Woodward Park MS, and Yorktown MS.

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2019-2020 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, you must submit the notice of retirement by Friday, Nov. 1, to Human Resources. Go to <http://bit.ly/ccsretireresign> to download a copy of the retirement/resignation notification form, or feel free to draft your own. Your Association strongly recommends hand delivering your notice of retirement and obtaining a time-stamped copy. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Only CEA Members' Children Receive 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 at least 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. The deadline is 4:30 p.m. on Friday, Oct. 18. If you have questions, call Kathy Wilkes at (614) 253-4731.

CEA Fall Fling was Fabulous!

The CEA Fall Fling was fabulous! We danced. We chatted. We laughed. We ate. The Fling, held Sept. 20, at the Hilton Columbus at Easton, was a great gathering full of fellowship, fun and prizes. CEA President John Coneglio welcomed and thanked CEA members for their hard work. He stated, "This party is about celebrating us." Fellow Association Presidents and candidates for local offices stopped by to meet central Ohio's hardest-working teachers. We loved seeing old friends and meeting new members.

CEA would like to thank our volunteers for their help: Traci Arway, Tom Busher, Jeff Corbin, Gerry Curran, Carla Davis, Claudia Eschelbach, Mitch Fleshier, Tammi Gale, Linda Harris, Kassie Hurley, CJ Jamison, Jeannette Johnson, Lisa R. Johnson, Dana Kemmerling, Fian Kunesh, Ben Mayfield, Greg Mild, Deb Mirib, Jahari Mitchell, Amy Mondillo, Scooter Mullins, Cynthia Price, Jennifer Reed, Denise Sizemore, Cynthia Smithers, Brenda Stone, Kari Yates, Dwayne Zimmerman, the Columbus Early Career Educators, and the CCS Wellness department.

Discipline Plan Update

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. At schools where the principal is newly assigned, the discipline plan must be in place within ten days following the first day of student attendance. A school that has the same administrator from the previous year must have a discipline plan in place by the first day of student attendance. Failure to have a plan in place is subject to a grievance at Step 2 against the principal. We thank the following schools that are in compliance with Article 208.03 of the *Master Agreement*:

Arts Impact MS, Burroughs ES, Clinton ES, Cranbrook ES, Gables ES, Hubbard Mastery, Indianola Informal K-8, Lindbergh ES, Livingston K-6, Marion-Franklin HS, Medina MS, North Linden ES, Oakmont ES, Parkmoor ES, Sherwood MS, Southwood K-6, Walnut Ridge HS, Woodcrest ES, and Yorktown MS.

PAR Classes in October

The Peer Assistance and Review (PAR) office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. Participants will receive 0.2 CEUs and materials will be provided. Register today on PD Planner for these sessions:

Motivating Students to Use Aleks

South HS • Monday, Oct. 7, 3:30 p.m.

Culturally Responsive Teaching (Session 1)

Africentric • Tuesday, Oct. 8, 4:30 p.m.

Trauma Support and Resources

Hudson Lindquist Room • Tuesday, Oct. 15, 4:30 p.m.

Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

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.

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