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*The
CEA Voice*
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endorsement.

RIMP Update

As you know, your Union grieved the Superintendent's unilateral raising of the third grade cut score for RIMPs. CEA did this because we believe labeling students who are reading at or above grade level, for the sole purpose of gaming a flawed state report card, is wrong.

On Tuesday, Oct. 1, CEA held a press conference on the steps of the Columbus Education Center prior to the Board's meeting. At the press conference, CEA member and third grade teacher, Jaquia Hearn (West Broad ES), explained how this directive hurt our students, their families, and our members. At the meeting, CEA President John Coneglio delivered more than 150 letters from third grade teachers to the Board of Education requesting a change in the RIMP score. Additionally, third grade teachers Benita Smith (East Columbus ES) and Rachel Concitis (Winterset ES) explained to the Board why this decision was not good for kids.

Your Union was appreciative of the thoughtful questions that the Board members asked. The Superintendent stated, "we acknowledge the decision that we made may not have been in the best interest of all parties." This decision was not made in anyone's best interest—especially our students. Your Union takes offense at the Superintendent's statement suggesting that the decision was arrived at in a collaborative fashion with CEA. Telling someone what you're going to do without seeking any input is not collaboration.

The Superintendent suggested that a joint committee be formed to address the situation. Your Union has had productive conversations with Board members about this issue since the meeting. On Thursday, Oct. 3, the CEA Board of Governors met and unanimously approved CEA President John Coneglio's appointments to the committee. The committee will meet with the administration Monday, Oct. 14, to attempt to arrive at a solution.

If our District leadership is serious about moving the achievement needle and avoiding state takeover, they must work with teachers to shape policies that truly benefit our students. Policies or unilateral directives that are dictated from above with little to no consideration about their implementation or their impact on students, teachers, and their family are doomed to failure. Your Union must be a significant part of this process. If our members' concerns fall on deaf ears, we will find a way to make the right people listen.

Teachers are the professionals and work daily to ensure the academic success of our students. We have more impact on our students than any principal, district official, or Superintendent. It's better for CEA to be at the table when policies are made than to be gavelled down at the Board podium trying to express why something is wrong for our kids.

Help Wanted: PAR Consulting Teacher

CCS is opening the pool for Peer Assistance & Review (PAR) Consulting Teachers (CTs). Current certificated CEA members, who want to grow as teacher leaders, are encouraged to apply. PAR CTs provide consulting, coaching/feedback, and support services to intern and intervention teachers who enter the CCS PAR Program. Individuals with the following licensure/certification are highly encouraged to apply: Special Education, Unified Arts, World Languages, High



The CEA Master Agreement is set to expire in less than 1,038 days.

School, and Licensed Support Professionals.

PAR is a nationally recognized model highly thought of as one of the best mentoring programs for teachers. CTs' responsibilities include serving as evaluators for the Ohio Teacher Evaluation System (OTES). CTs must complete the OTES and Resident Educator training through the Ohio Department of Education. Eligible teachers must hold a bachelor's degree in education, an active Ohio teaching license, and have a minimum of five years teaching experience with at least three years of experience with CCS. They also must have:

- Strong technology skills
- Excellent oral and written communications skills
- Demonstrated leadership skills at both building and district levels
- Demonstrated ability to work cooperatively, effectively, and objectively with other professional staff members while maintaining confidentiality
- Demonstrated understanding of adult developmental characteristics
- Extensive knowledge of multiple classroom management and instructional techniques
- Demonstrated flexibility, adaptability, and strong organizational skills
- Strong work ethic and integrity
- Strong knowledge and understanding of the CCS District and the urban school setting

Submit a letter of interest, a résumé, and a letter of reference from your current building administrator, a current CEA Senior Faculty Representative, and one other professional reference. Submit all documentation to CEA President John Coneglio at 929 E. Broad Street, Columbus, OH 43205 no later than Oct. 18, 2019. This is a selective interviewing process with interviews taking place in November 2019. Selection to be in the PAR Pool does not mean an immediate placement. Those selected to be in the pool will remain active for up to five years.

For the full job description, go to <http://bit.ly/ceapar2019>.

United Way Kickoff

The CEA Legislative Assembly, along with district administrators and CCS Superintendent Dr. Talisa Dixon, kicked off this year's United Way campaign at the Columbus Downtown HS on Oct.



3. The United Way is extremely important to our families and our students.

Look across your classroom. There are probably students sitting there who don't have enough to eat, whose parents have lost their jobs, who don't have access to a dentist, whose neighborhoods are not safe. You can do something to help. You can give to United Way of Central Ohio. When you authorize a payroll deduction to support United Way, you are helping your students, their families, and many other people across our communities.

The deadline for the early-bird drawing to win breakfast for your school with Superintendent Talisa Dixon and CEA President John Coneglio is Friday, Oct. 18. The campaign ends Friday, Nov. 1. Completed United Way campaign envelopes should be hand delivered to the CEA office between 8:30 a.m. – 4:30 p.m. Do not put campaign envelopes in school mail or in U.S. mail. If you have questions, contact your faculty representative or CEA Vice President Phil Hayes at (614) 253-4731.

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 following is a list of buildings/units represented at the Oct. 3 CEA Legislative Assembly at the Columbus Downtown HS:

17th Avenue Service Center, Adapted PE, Alpine ES, Art, Arts

Impact MS, Avondale ES, Beechcroft HS, Berwick PreK–8, Binns ES, Broadleigh ES, Buckeye MS, Burroughs ES, Cassidy ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, 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, Dominion MS, Duxberry Park 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, Hubbard Mastery School PreK–6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K–8, 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, Moler K–6, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park 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. Transition Coordinators, Speech & Language, Starling K–8, Stewart ES, Sullivant ES, Trevitt ES, Tutors, Valley Forge ES, Valleyview ES, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS.

Records Day

The first Records Day of the 2019–2020 school year will be Wednesday, Oct. 23. 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: 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. Take full advantage of the time we have to get the things done that take valuable time away from our ability to provide additional support for our students.

No Need to Wait Until Nov. 5

In less than a month, Election Day will be upon us. But you don't have to wait until Election Day to participate—you can vote early. Early in-person and absentee voting for the Nov. 5 General Election began Oct. 8 at your county's board of elections. If you live outside of Franklin County, go to <http://bit.ly/1PeOJ9f> to find your county's board of elections location and early voting hours. The Franklin County Board of Elections is located at 1700 Morse Road. Early in-person voting will take place on the following dates:

- Tuesday, Oct. 8 to Friday, Oct 25:** 8 a.m.–5 p.m. weekdays
- Monday, Oct. 28 to Friday, Nov. 1:** 8 a.m.–7 p.m. weekdays
- Saturday, Nov. 2:** 8 a.m.–4 p.m.
- Sunday, Nov. 3:** 1 p.m.–5 p.m.
- Monday, Nov. 4:** 8 a.m.–2 p.m.

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 this session:

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.

Special Note

- Open Enrollment for health benefits runs through Friday, October 25.**

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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