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*The
CEA Voice*
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Support United Way

United Way of Central Ohio is the flagship organization supporting community needs in many key areas. The Association pledged its support Oct. 3 with a campaign kickoff at the Columbus Downtown



HS that included both CEA Faculty Representatives and CCS Administration. United Way is committed, through the work of its many member agencies, to improving opportunities for education, safe neighborhoods, and access to job training and health care. The goal is broad, lasting change that will make life better for all of us. When you give to the organization, you empower so many other organizations that help our students and their families.

One of United Way's chief goals is to reduce the effects of poverty. Even though unemployment has decreased, many families are still struggling. United Way looked at data to determine the root causes of these hardships in our community. Your donation helps to promote and improve public policies that can help break these barriers. These funds help

The CEA Master Agreement is set to expire in less than 1,031 days.

United Way with its crucial work leading to investments in high-need neighborhoods where revitalization is critical, and where expanded resources will assist many agencies working toward this goal. United Way already has helped improve kindergarten readiness, removed barriers to health care, encouraged good nutrition, and fitness, helped our neighbors prepare for disasters and emergencies, created safer neighborhoods and provided safe and decent housing for many more of our neighbors.

When you receive your materials, please take a moment to review them. Then think of your students and give generously.

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/ccsretire_resign 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 timestamped copy. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Your Dues Dollars At Work: Mini-Grants

CEA is proud to announce the first-ever CEA Foundation Mini Grants available to ALL CEA members. The CEA Foundation's mission is to empower CEA members to design and implement innovative opportunities that will ultimately lead to higher achievement for all students. There are three mini grants for members to choose from:

- **Early Educator Mini Grant**—20 total grants up to \$300 each (for teachers in Years 1–5 of their career)
- **STEM/STEAM Mini Grant**—10 total grants up to \$600 each (open to all CEA members)
- **General Mini Grant**—25 total grants up to \$320 each (open to all CEA members)

CEA encourages members to think about supplies, materials and/or programs they personally fund. For example, a School Counselor could apply for a General Mini Grant to purchase character building curriculum to supplement groups they are working with; a Robotics Coach could apply for a STEM/STEAM Mini Grant to supplement the cost of an after-school program; new educators in years 1–5 of their career could apply for the Early Educator Mini Grant to replenish basic classroom supplies that are needed but not supplied by the school or district.

Grants cover one academic year, and there will be one application window per semester. This will allow members time to reflect on the needs of their classrooms, programs, and students served. Members are eligible to receive one Mini Grant per year.

For more information and an application form, go to <http://bit.ly/ceamg1920>; members can also get an application by stopping in at the CEA Office. These Mini Grants are separate from the Teacher Dream Grant and all CEA Mini Grants are funded completely through the CEA Foundation. Only CEA members are eligible to apply for the Mini Grants.

Your application and all supporting documentation is due no later than 4:30 p.m. on Nov. 11, 2019. Second Semester applications are due Mar. 13, 2019.

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:

Meaningful Instruction for Students with Disabilities

AIMS • Oct. 22 • 4:30 p.m.

Lesson Delivery: Add Zip and Zest to your instruction

Hudson • Oct. 29 • 4:30 p.m.

Teaching Strategies and Resources for Technology Teachers

Ft. Hayes Construction Arts & Technology Building (Room 125A) • Oct. 30 • 3:15 p.m.

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

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.



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*:

- Broadleigh ES, Colerain ES, École Kenwood K–6, Hilltonia MS, Linden Park ECE, Mifflin MS, Stewart ES, West Broad ES, and Westgate ES.

Special Notes

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

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.
(614) 461-4455 • www.cloppertlaw.com