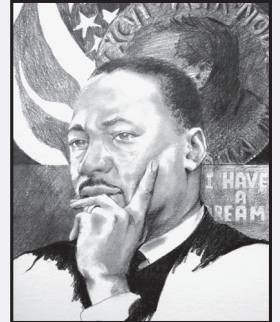


This section of The CEA Voice was left intentionally blank because it contains a political endorsement.

Save the Date for MLK

The 41st Annual CEA Dr. Martin Luther King, Jr. Awards Dinner is set for Thursday, Jan. 16, 2020. Tickets are \$35 per person, or \$280 for a table of eight. The MLK Dinner is one of CEA's signature events that honors the memory of Dr. King. During the dinner we present awards to individuals who exemplify the spirit of his work. Nominations are being accepted until 4:30 p.m., Monday, Nov. 18, for these awards.



The mailing address for the nominations is CEA MIP Committee, 929 E. Broad St., Columbus, Ohio, 43205. Fax: (614) 253-0465. Check with your Senior Faculty Representative for a form or you can call CEA to request one.

The Dr. Martin Luther King, Jr. Humanitarian Award marks distinguished service in the community in the areas of education, social justice or human and civil rights. Anyone except current employees of the Columbus City Schools is eligible to receive this award. Nominations may come from students, parents, teachers, community leaders, and community residents.

The Helen Jenkins Davis Award is named in honor of the first black teacher hired by the Columbus City Schools. Mrs. Davis, who was hired in 1918, was also the first witness called in the 1976 school desegregation trial in Columbus. The Davis Award is presented annually to a CEA member who has promoted social justice, diversity and human and civil rights.

Get your tickets early. This is a popular event. To reserve yours, call CEA at (614) 253-4731.

Andrew Gillum to Deliver MLK Keynote

The Columbus Education Association is proud to announce that the keynote speaker for CEA's 41st Annual Dr. Martin Luther King, Jr. Awards Dinner will be Andrew Gillum, the 2018 Florida gubernatorial nominee.



Andrew Gillum

Andrew Gillum's efforts to help lift up his fellow Floridians stretches back more than 15 years. Elected to the Tallahassee City Commission at age 23, he is the youngest person elected in the city's history. At age 21, while still a student at Florida A&M University, he led a thousand students to protest Gov. Jeb Bush's attempt to end affirmative action. As a City Commissioner, he championed restorative justice programs to rehabilitate and educate offenders.

He also created public-private partnerships to secure funding for computers and internet access for middle school students. As Mayor, Gillum spearheaded the construction of a 20-megawatt solar farm, giving thousands of Tallahassee residents the ability to rely on clean, renewable energy for the first time. Recognizing Mayor Gillum's commitment to innovation and technology, President Obama named Tallahassee one of just 50 TechHire cities in the nation.

Gillum's passion to fight for everyday people comes from his own life's journey. The son of a school bus driver and a construc-

Continued on Page 2

Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn't always possible. We will inform you of the grievances CEA is working on for you on a regular basis.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
South HS Edmund Baker	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Edmund Baker, failed to adjust classroom numbers so that the class sizes/student load for teacher(s) at South HS meet contractual requirements..	That the principal immediately adjust numbers to make all classes and student loads for teacher(s) in the building compliant with the numbers required in the contract; and that no reprisals be taken against any member of the bargaining unit because of the filing of this grievance and that NO reprisals be taken against the grievant because of filing of this grievance.	Step II hearing pending.

Continued from Page 1

tion worker, Andrew Gillum knows what it's like for a family to struggle, financially, and to have to choose between paying the water bill or the heating bill. The first in his family to graduate from high school and college, he knows first-hand how strong values, schools, and community can set an individual on a different course.

A champion for everyday people, Andrew Gillum inspired millions across Florida and the nation in 2018. He surged past four better-funded primary candidates to a history-making victory as the Florida Democratic Party's first African-American nominee for governor.

A lifelong public servant, Andrew Gillum is recognized across Florida and the nation as a bold and inspirational leader. The former Mayor of Tallahassee and 2018 Florida Democratic gubernatorial nominee, Gillum brought Floridians together in pursuit of fundamental human rights—the right to a well-paying job; the right to a good education; the right to quality health care; the right not to live in fear of gun violence in our schools or our streets. The only Democratic candidate for governor in Florida this century who wasn't a millionaire, he won the hearts and minds of millions.

Following his historic run for governor, Andrew Gillum was honored as one of the Ebony Power 100 and named a 2019 Resident Fellow at the Institute of Politics (IOP) at Harvard Kennedy School. Gillum resides in Tallahassee, Florida with his wife, R. Jai, and their three children—Jackson, Caroline, and Davis.

Union Wins Another Common-Sense Decision

Recently, a newly hired CEA member was denied four years of foreign teaching experience on the salary scale. Imagine the disappointment the member felt when the first paycheck was vastly lower than anticipated. While no guarantee was made by CCS to recognize the credit abroad, the member had no reason to suspect it would be denied since a previous Ohio public school district recognized the experience as valid.

After many attempts to resolve the matter, the member was informed that while regrettable, CCS could not verify his past teaching experience as legitimate because it was done outside the United States. Per contract, a foreign school must be named as a U.S. State Department Dependency School in order to count towards salary scale placement.

Discouraged but determined, the member contacted CEA for assistance. Convinced the member was entitled to the four years of credit, your union researched the issue, and provided documentation that proved the experience should be recognized since it occurred in a valid secondary public school regardless of the country. After further discussion, HR agreed to award credit for the member's four years of teaching experience abroad.

Remember, CEA is here to serve and will always work for the best answers to members questions. Maintaining and preserving members' contractual rights is why your union exists.

CEA Member-Only Workshop

On Thursday, Nov. 7, CEA will be conducting the first Member-Only Workshop of the year at Columbus Downtown HS from 4:30–6:30 p.m. The workshop will begin with a short introduction from OEA President Scott DiMauro. Representatives from United Health Care (our new insurance carrier) and Express Scripts (our pharmacy benefit manager) will be present.

Both companies will provide an overview and an update of insurance benefits. Attendees to the workshop will also be shown how to navigate their website portals and company apps. Registration tables will open at 3:30 p.m. and light refreshments will be served. Additionally, .2 CEUs are available for attending this member-only workshop. *RSVP* to the CCS PD System if you are planning to attend.

United Way Campaign Ends

Friday, Nov. 1, marked the end of the 2019 United Way Campaign. We would like to thank the following schools/ units that have turned in their completed United Way Campaign envelopes since the last edition of *The CEA Voice*:



Avondale ES, Cedarwood ES, Columbus Education Center, Berwick Alternative K–8, Burroughs ES, Champion MS, East HS, Indian Springs ES, Oakmont ES, Ridgeview MS, and Wedgewood MS.

Spring Fee Waivers Coming

The Spring 2020 Fee Waiver online application will open on Friday, Nov. 1, and close at 11:59 p.m. on Monday, Nov. 18. If you have **Priority 1** or **Priority 2** status, 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. Instructions on how to complete the online application can be found at <http://bit.ly/2jbWSjd>. Please call Sarah Lowery at (614) 365-5039 or email her at: feewaivers@columbus.k12.oh.us if you have any questions.

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:

Understanding the Power of Assessment

Hudson • Nov. 6 • 4:30 p.m.

Culturally Responsive Teaching (Session 2)

Africentric • Nov. 12 • 4:30 p.m.

Intro to Smartboard Technology

Hudson (Computer Lab 2) • Nov. 19 • 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

- ❑ **Catastrophic Leave Donation Request: Stephanie Weems-Wade** has been approved for **Catastrophic Leave** and is in need of donated days. **To donate**, enter your name at the top of the CCS **“Report of Employee Absence”** form. In the **“Comments”** section write the words, **“Catastrophic Sick Leave Donation.”** Be sure that you and your principal or supervisor sign the form. Indicate on the form which individual you would like your donation directed toward.