

## Your Dues Dollars at Work

Our members work hard, and your Association is proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each recipient with a \$1,250 scholarship, funded by a \$10 dues assessment from each member, invested and paid through The Columbus Foundation. This year we have 47 recipients. Since 1995, this fund has awarded \$958,750 in scholarships. The students listed below will receive CEA Members Scholarships for the 2019–2020 school year:



Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Abdillahi Abokor	Independence HS	Asli Abokor	The Ohio State University	Lora Fritsche	Gables ES	Joseph Kontul	University of Toledo
Pamela Anthony	Southland Ed. Ctr.	Jasmine Anthony	The Ohio State University	Jennifer Longo	Mifflin MS	Reagan Longo	Otterbein University
Charles Barnett	Briggs HS	Rylee Barnett	Bowling Green University	Pascale Scoycz	Retired	Chloe Magyari	Washington & Jefferson College
Amber Bernal	Southland Ed. Ctr.	Iric Bernal	The Ohio State University	Elizabeth Marsh	Eakin ES	Jason Marsh	The Ohio State University
Gary Blosser	Hilltonia MS	Autumn Blosser	The Ohio State University	Robert Maye	Southwood ES	Carly May	University of Akron
Cynthia Bradley	Easthaven ES	Andre Bradley	Otterbein University	Carol Ann Prokopchak	Columbus Spanish Imm. K-6	Ana Gabriela Mira	Centre College
Sibyl Barber	Sherwood MS	Marc Bradley	Ohio University	Anita Mollica	Avalon ES	Christopher Mollica	The Ohio State University
Marcia Brumfield	Whetstone HS	Molly Brumfield	Post University			Nicholas Mollica	The Ohio State University
Anna Costello	South HS	Mary Costello	The Ohio State University	Ronald Morefield	Fort Hayes CC	Kaitlynn Morefield	The Ohio State University
Joan Cree	Salem ES	Callum Cree	The Ohio State University	Heather Mullenax	Olde Orchard ES	Connor Mullenax	Miami University
Sherry Daniel	Columbus Gifted Acad.	Kevin Daniel-Hamberg	University of Cincinnati	Micheolle Smith	Indian Springs ES	Joseph Peacock	University of Cincinnati
Kenya Davis	Duxberry Park ES	Timothy Davis	University of Cincinnati	Scott Hartman	Leawood ES	Ebbigayle Plantz	Columbus College of Art & Design
Antoinette Dawson	Fairwood K-6	Christiana Dawson	Akron University	Aaron Reid	Medina MS	Marcella Reid	Kent State University
Danielle Deshuk	Eakin ES	Danielle Deshuk	Capital University	Richard Roth	Wedgewood MS	Paul Roth	Ohio University
Dawn Barnes	Indianola K-8	Meghan DeVol	The Ohio State University	Shelley Scherer	Maize ES	Thomas Scherer	University of Dayton
Mary Dye	West Mound ES	Rebecca Dye	The Ohio State University	Robert Sidders	Olde Orchard ES	Monica Sidders	The Ohio State University
Stephen Emmons	Mifflin HS	Katherine Emmons	The Ohio State University	Seneca Bing	Office of Engagement	Tiarah Terrell	Ohio Christian University
Patrick Fath	Indian Springs ES	Michaela Fath	Ohio University	Chiquita Toure	Eastmoor Acad. HS	Attiyya Toure	The Ohio State University
Amy Thomas	Colerain ES	Abigail Gosdanian	Kent State University	Susan Marcus	Georgian Heights ES	Joseph Towne	Miami University
Seka Ward	Leawood ES	Asha Harris	University of Cincinnati	Sherrri Walden	Forest Park ES	Ashley Walden	Youngstown State University
Linda Harris	Oakmont ES	Elijah Harris	Otterbein University	Marilyn Wilcox	Huy ES/AG Bell Program	Evan Wilcox	Indiana Wesleyan University
Rebecca Kauffeld	Health Services	Mason Kauffeld	University of Charleston	Sandra Winchester	Huy ES/AG Bell Program	Hope Winchester	Central State University
Angela Tyson	Cassady ES	Erin Kemp	Penn State University	John Young	Columbus Scioto 6-12	Raven Young	The Ohio State University
Rochelle Kirby	Beechcroft HS	Andrea Kirby	Columbus College of Art & Design				

## Proud Union Household Window Clings Arrive This Week

As CEA continues to prepare members for possible door-to-door canvassing by the anti-union Freedom Foundation, we are providing Proud Union Household window clings to each member to take home and display. If your Senior Faculty Representative attended last weeks' district meeting, they received the clings there. If not, they were mailed to your building. Make any anti-union canvassers aware before they knock that you know the value and dignity of belonging to a strong, active union by displaying your window cling at home.



Remember, if a stranger knocks on your door and encourages you to drop your CEA membership, just say, "NO." Without a strong union, we can't fight for the Schools *#ColumbusStudentsDeserve*, negotiate strong contracts, represent members, build political power for educators, offer professional development, engage in community involvement, offer social opportunities, or any of the many other things we do. For more information about the Freedom Foundation, visit [nwaccountabilityproject.com](http://nwaccountabilityproject.com).

## Updated Code of Professional Conduct – What You Need To Know

Earlier in November, the Ohio Department of Education (ODE) published the final version of the updated Licensure Code of Professional Conduct for Ohio Educators, which was officially adopted in September. The updates include modifications to all eight previous principles of the Code, as well as the addition of a ninth principle; "Appropriate and Responsible Use of Technology".

While it is worth reading all of the updated provisions, the

new technology principle is particularly troubling because it holds educators responsible for any misuse of electronic devices at any time by students under their supervision—including students accessing improper or inappropriate material or confidential data. In the past, ODE has viewed violation of the district's Acceptable Use Policy as evidence of misconduct, so with the addition of this new section of the Code it is more important than ever to review this policy. The CCS Acceptable Use Policy can be found on the district website at <http://bit.ly/35f59u1>.

Remember that the Code of Professional Conduct applies not just to CEA members, but to all individuals credentialed by ODE; including coaches, substitutes, aides, and administrators. If you receive notice that ODE has opened an investigation, or you just have additional questions about the Code, please contact the CEA office at (614) 253-4731. You can find the full new ODE Code of Conduct at <http://bit.ly/2KAF68R>.

## Know Your Contract: Classroom Visitors and Parent Conferences

We know the possibilities are endless when our students' families and caregivers visit our schools. It's important to maximize their involvement in their children's educations. Unfortunately, in today's high-stakes world of education, visitors can disrupt the learning process in our classroom. The *Master Agreement* provides you rights regarding visitation to your classroom in Article 207. Note the following:

- All visitors to a school must check in at the office.
- If you are expecting a visitor, you should be advised by the office that he or she has arrived and is on the way.
- If you are not expecting a visitor, he or she should be escorted to your classroom.
- You have the right to reschedule a visitor when prior ar-

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**The CEA Master Agreement is set to expire in less than 996 days.**

## 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 Grievance denied. Board of Governors voted to send to Arbitration.

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rangements have not been made.

- No electronic devices will be used to make a record of the visit or conference except by agreement of the teacher.

For more information on visitation to your classroom, reference Article 207 of the *Master Agreement*. If you are experiencing issues with classroom visitation, please speak with your Senior FR or call the CEA office at (614) 253-4731.

## Otterbein Scholarship for Children of CCS Benefits-Eligible Employees

The Otterbein Scholarship for children of Columbus City School benefits-eligible employees is available to any undergraduate under the age of 23 who has not completed a Bachelor's degree, whether they are applying as a new first-time, first-year student or a transfer student. The current value of the award is \$19,000. Conditions of the award include:

- Student must meet Otterbein admissibility criteria.
- Renewable for a total of 8 semesters of undergraduate enrollment, or first undergraduate degree, whichever is achieved first.
- Replaces all other merit aid (need-based aid may still be available to eligible students).
- Students must enroll full-time each semester (12 hour minimum).
- Students enrolling for more than 18 hours per semester must pay for additional credits.
- Student must maintain a 2.75 GPA and make Satisfactory Academic Progress each term.
- Student's parent or legal guardian must be an employee of the district at the time of admission and must remain employed with the district during each academic year for the student to remain eligible.

For more information, go to <http://bit.ly/2O5hnzX>.

## When Bad Weather Arrives

Please note the following: When the Columbus City School District determines it is necessary to close schools, the CEA office will operate on a two-hour delay. The office will open at 10:30 a.m. and close at 4:30 p.m. If the Columbus City School District closes schools early, the CEA office will close at 3:30 p.m. If Franklin County is on a level-two emergency, the CEA office will be closed.

## Paid Holidays: A Caveat

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including Thanksgiving and the day after. However, pay for holidays is not a given. Members who are not in a "paid" status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.

## Grants for New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients. Interested teachers should go to <http://bit.ly/dsgfirstyear19> to download an application. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at [jvalentine59@aol.com](mailto:jvalentine59@aol.com) or sent via USPS to

69 Iron Ore Court, Columbus, OH 43213. Completed applications must be received by Dec. 15, 2019. Grant recipients will be notified by Jan. 15, 2020.

## Job Share is Coming for 2020–2021

Job sharing provides a way for a teacher, nurse, librarian, school guidance counselor, school psychologist, occupational therapist, speech pathologist, physical therapist, social worker, or other position title which holds a one year limited or continuing contract and is a member of the CEA Bargaining Unit who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can be approved.

If you would like to job share with another bargaining-unit member for the up-coming school year, each partner must complete his or her own Job-Share Packet. The Job-Share forms will be posted on the CCS Intranet, Tuesday, Nov. 26, 2019. Now is the time to plan. Once the job-share packets are posted, the documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-share request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals, or supervisors and HR). More information will be available on Nov. 26, 2019.

## Upcoming PAR Classes

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:

- **Culturally Responsive Teaching (Session 2)**  
Africentric • Tuesday, Dec. 3 • 4:30 p.m.
  - **Teens and Technology**  
17th Ave. Service Center • Wednesday, Dec. 4 • 4 p.m.
  - **Keep Calm and De-Escalate On!**  
17th Ave. Service Center • Thursday, Dec. 5 • 4:15 p.m.
  - **Re-set, Refine and Refresh Your Classroom Environment**  
Hudson Computer Lab 1 • Tuesday, Dec. 10 • 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 Notes

- ❑ **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 the individual to whom you would like your donation directed.
- ❑ The Capital District will be hosting their **Fifth Annual Retirement Seminar** for members who are nearing retirement on **Tuesday, Dec. 3**, at the **STRS Building** (275 E. Broad St.). **Registration will begin at 3:30 p.m.** and a light meal will be available at 4 p.m. **Free parking is available in the STRS garage.** Presenters at this seminar include representatives from STRS and the Capital District. **This event is limited to the first 80 respondents.** To **RSVP**, email Jeffrey Corbin at [jeffrey.corbin@aol.com](mailto:jeffrey.corbin@aol.com) or call the CEA Office at (614) 253-4731 with your name and work location **no later than 4:30 p.m. on Monday, Nov. 25.** Please note: Individual conferences with STRS representatives will not be conducted during this seminar.