

CEA Supports Education-Friendly Candidates

The votes are in! Your Union would like to offer congratulations to our endorsed winners: President-Elect Joe Biden and Vice President-Elect Kamala Harris, Representative to Congress Joyce Beatty, Ohio Supreme Court Justice Jennifer Brunner; State Board of Education Members Antoinette Miranda and Michelle Newman; State Representatives Adam C. Miller, Kristin Boggs, Mary Lightbody, Richard Brown, Beth Liston, David Leland, Nancy Day-Achauer, Allison Russo, Dontavius Jarrells, and Erica C. Crawley; County Commissioners Kevin L. Boyce and John O’Grady; Clerk of the Court of Common Pleas Maryellen O’Shaughnessy; County Sheriff Dallas Baldwin; County Recorder Danny O’Connor; County Engineer Cornell Robertson; County Coroner Anahi Ortiz; 10th District Court of Appeals Judges Michael C. Mentel and Terri Jamison; Franklin County Court of Common Pleas General Division Judges Carl Aveni, Chris Brown and David Young; and Franklin County Court of Common Pleas Domestic Division Judge Lasheyl Stroud. Additionally all three of the local issues endorsed by CEA were passed on Election Day: #1 City of Columbus–Proposed Electric Service Aggregation Program; #2 City of Columbus–Proposed Charter Amendment and #24 Franklin County–Proposed Tax Levy (Renewal and Increase).



Honor the Veterans Among Us

On November 11, we honor America’s veterans for their patriotism and love of country. Please join CEA in honoring our members who have served in the U.S. Armed Forces.

When you see them, tell them how much you appreciate their service and the sacrifices they have made. We want to recognize the veterans among our CEA ranks:

- Army:** Timothy Foster ★ Eunice Inez Hale ★ Al Hernandez ★ Robert Knecht, Jr. ★ Cheryl Rieser ★ Kim Roth ★ Matt Yuhasz ★
- Navy:** Bob Hern ★ Lisa K. Johnson ★ J. Sanchez ★ Alan Schmiedebusch ★ Mike Vail ★ Adam Viney ★
- Marine Corps:** Jennifer Harvey ★ Andrew Hollis ★ William Irvin ★ Denny Mulloy ★
- Air Force:** Gerald Collins ★ James Noice ★

Professional Leave: Don’t Wait

CEA is fortunate to have in its contract (Section 702.16), an item that provides us time to refresh ourselves with professional development. There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course, attending a conference or workshop. Due to the COVID-19 Pandemic, all district-related travel has been prohibited, however Professional Leave is available for online conferences.

Forms to apply for professional leave are available on the “Forms” section of the CEA website or the Intranet, along with the full leave guidelines and the deadline schedule for applications, based on the activity date. The fund is usually depleted before winter break; so if you have been thinking about some special training activity, apply as early as possible. Remember, the purpose of professional leave, whether it is for a conference, workshop or longer program, is to improve the performance of teachers in the classroom



Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don’t refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn’t or can’t.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.
- You have the right to the representative of your choice, not your principal’s choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don’t feel comfortable doing this kind of work. CEA suggests representation any time the purpose of

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 646 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 regularly inform you of the grievances on which CEA is working.

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.	Arbitrator selected. Arbitration hearing date pending.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board failed to provide the sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes.	That the Board provide a sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes and that NO REPRI-SALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	Step II Hearing pending.
East Columbus ES Jamie Spreen	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of East Columbus ES, Jamie Spreen, failed to provide appropriate administrative support to the grievants in the discipline of their students.	That the grievants shall be made whole in every way, including, but not limited to the following; that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRI-SALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step I Hearing pending.

Continued from Page 1

the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the *CEA Master Agreement*.

PAR/CEU 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 CEUs. Course materials will be provided.



- Nov. 4 Understanding the Power of Assessments** (0.2 CEUs)
- Nov. 4 Books Bring Balance-Middle School (Session 1)** (0.1 CEUs)
- Nov. 17 Google Suite** (0.2 CEUs)
- Nov. 17 Books Bring Balance-Middle School (Session 2)** (0.1 CEUs)
- Dec. 1 Books Bring Balance-High School (Session 1)** (0.1 CEUs)
- Dec. 8 Reset, Refine, & Refresh Your Classroom Environment** (0.2 CEUs)
- Dec. 15 Books Bring Balance-High School (Session 2)** (0.1 CEUs)

Register today on PD Planner for any or all of these sessions. All classes will begin at 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: Michelle A. Innis-Dorsey** 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 who you would like your donation directed toward.
- The **Spring 2021 Fee Waiver online application** will open on **Nov. 2** and close at **11:59 p.m. on Nov. 18**. If you have **Priority I or Priority II 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/2jhWSjd>. If you have questions, call Leslie Butler at the Professional Learning & Licensure office, (614) 365-5039. You may also email at lbutler@columbus.k12.oh.us.

We put you *first* at
**Education First
Credit Union!**



Join your credit union and start saving money!

- Low Rate Auto Loans
- Higher Rates on Savings
- Mobile & Online Banking
- Mortgage Loan Specials
- Lower Fees
- Interest-Free Classroom Supply Loans
- Checking Accounts
- Low Rates on Credit Cards

We invite you to see all the great things we can do for you. Membership is easy, with convenient locations in Reynoldsburg, Westerville, and Downtown Columbus. We're online and mobile too! Go to educu.org to see how we can become a financial resource for you or call (614) 221-9376. Join today!



Some restrictions may apply.

Remember that your **CEA Master Agreement** is always located on our website at

www.ceahio.org/cea-contract/

and click on

2019-2022 CEA Master Agreement

Columbus
Education
Association

cea

Master
Agreement
2019-2022

Your Local OEA California Casualty Representative

Scan here for a Limited Time Gift Card Offer!



Ashley Sprankle
614.315.3683

Readyforquote.com/ashley



CEA Office Contact Information

John Coneglio, President coneglioj@ceahio.org
Phil Hayes, Vice President hayesp@ceahio.org
Tai Hayden, Staff Consultant haydent@ceahio.org

Cindy Love, Staff Consultant lovec@ceahio.org
Teri Mullins, Staff Consultant mullinst@ceahio.org
Tom Busher, Budget Director bushert@ceahio.org
Bob Hern, Membership hernb@ceahio.org

Dorothy Wilson, TLI wilsond@ceahio.org
Michelle Crouse, Admin. Asst. crousem@ceahio.org
Kathy Wilkes, Admin. Asst. wilkesk@ceahio.org

Go to www.ceahio.org to find out more about our Association and how to become an active member.