You Are Not Alone: EAP is Here

From time to time, we all feel stressed out. We have a tough job and personal problems on top of everyday challenges can make even the strongest among us feel alone sometimes. Luckily, one of your negotiated benefits is the Employee Assistance Program, also known as EAP. It is a way for you to obtain help, at no cost to you, for confidential and private counseling services. The program is run by ComPsych, which provides supportive resources via phone and website. You can get a referral for matters related to work, family, health, and other areas of your life when you call 800-774-6420. Referrals include free, short-term counseling for stress, depression, grief, substance abuse, family and caregiving consultation, legal and financial issues, household matters, and personal and family safety. It is a good idea to consider counseling if you:

- Feel overly preoccupied with a problem
- Feel repeatedly to solve a problem by yourself
- Find yourself denying that a problem exists or hoping it will go away
- Feel that you don’t have the resources to resolve an issue
- Feel unhappy most of the time
- Experience problems with family or friends

ComPsych’s website, www.guidanceresources.com, features articles, assessments, webinars, financial calculators, searchable databases, skill builders, and more. When you go to the website, use “CEA” as the company ID to register.

Paid Holidays: Know Your Leave Balance

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.

Senate Introduces School Funding Legislation

This week, Senators Peggy Lehner (R-Kettering) and Vernon Sykes (D-Akron) introduced Senate Bill 376, companion legislation to House Bill 305, better known as The Fair School Funding Plan. The plan represents more than two years of work by legislators, local school leaders, and education finance experts to craft meaningful alternatives to the current way in which Ohio funds its schools.

“For more than 20 years, Ohio lawmakers have failed to remedy the state’s harmful school funding system, which was deemed unconstitutional by the Ohio Supreme Court in the 1997 landmark DeRolph v. State of Ohio ruling,” OEA President Scott DiMauro added, “Senate Bill 376 and House Bill 305 represent an important pathway to finally address some of the greatest issues raised by that decision.”

OEA (and CEA) believe Ohio’s current school funding formula is a patchwork of band-aids that fails to provide adequate funding. It is neither functional nor driven by what constitutes a high-quality education. The Fair School Funding Plan seeks to base decision making on identifiable student needs and the actual cost of providing a high-quality education. The plan directly funds charter school and voucher students rather than the current district pass-through system. Additionally, the proposal ends the use of gain caps and reduces the number of districts that rely on a funding guarantee.

Due to the advocacy efforts of OEA, and other education organizations, changes were made to previous versions of the House bill that would direct 70 percent of the increased money to the poorest school districts. The plan has a projected six-year phase-in and would provide more than $1.9 billion in state funding for K–12 education.
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.

Capital RA MEets

Nearly 60 delegates participated in the virtual Capital District Representative Assembly on Wednesday, Nov. 11. The Capital District provides professional development and cultural diversity activities for Columbus teachers. Kristin Crombie Storik (Centennial HS) was re-elected President by acclamation. Gerry Curran (Independence HS) was re-elected Capital District Vice President by acclamation. The election for the Capital District OEA Board of Directors seat between Angel Dyer-Sanchez and Cassandra Daniels will take place later this month.

The Representative Assembly to elect its officers and to hear briefings from our state education organizations. The program included: Mark Hill, OEA Secretary-Treasurer, presenting an update on the OEA budget, Scott DiMauro delivered the OEA President’s report, and Jeff Wensing delivered the Vice President’s report. Tom Busher, Capital District Treasurer, presented the Capital budget and updated delegates on the financial position. CEA President John Cosneglio encouraged the delegates to donate to the OEA Fund for Children and Public Education. CEA are very proud of this non-partisan, political-action fund for candidates who support the values of public educators.

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. Interested teachers should go to https://bit.ly/GGfirstyear20 to download the application form. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at valentine59@aol.com or sent via USPS to 69 Iron Ore Ct., Columbus, OH 43213. Completed grant applications must be received by Dec. 14, 2020. Grant recipients will be notified by Jan. 15, 2021.

Professional Leave: Don’t Wait

CEA is fortunate to have in its Master Agreement (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 or 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 in the “Forms” section of the CEA website or the CEA 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.

OEA Virtual Town Hall–State Takeovers: Join the Fight to Preserve Public Education

OEA invites you to an important town hall on Monday, Nov. 16, concerning the threat posed by state takeovers of local school districts and its impact on public education and democracy. We will be joined by state legislators from both parties, school board members, teachers, and parent & community leaders. Participants will get an update on the impact state takeovers have on our schools and be provided an opportunity to ask questions to legislators and education leaders. To RSVP to the Virtual Town Hall, go to https://bit.ly/36yofI72.
selves 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 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. 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.

Save the Date: CEA December LA
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 next meeting will be held Thursday, Dec. 3, at 4:30 p.m.

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 to whom you are donating the sick time.

- The Spring 2021 Fee Waiver online application will 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. Go to http://bit.ly/2jhWSjd to find instructions on how to complete the online application. 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.

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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 educa.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.ceaohio.org/cea-contract/ and click on 2019–2022 CEA Master Agreement