

The CEA Voice

Rhonda Johnson, President

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Columbus Education Association

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Congratulations, scholarship winners

We know that our members work hard, and we're proud to assist their children who are college seniors attending a university or other post-secondary institution. The CEA Members Scholarship Fund provides each winner with a \$1,000 scholarship, which is funded by a \$10 dues assessment for each member and is invested and paid through The Columbus Foundation. Since 1995, this fund has awarded \$559,000 in scholarships. The students listed below have been awarded CEA Members Scholarships for the 2013–2014 school year.

Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Christine Althouse	Colerain ES	Kasey Althouse	Ohio University	Judith McCormick	Marion-Franklin HS	Andrew McCormick	Miami University
Beth Augustine	Alpine ES	Taylor Augustine	Kent State University	Marti McGuffin	Devonshire ES	Kevin McGuffin	The Ohio State University
Susanna Blaine	Forest Park ES	Tyler Blaine	Baldwin-Wallace College	Ronda McIntyre	Indianola Informal K-8	Ian McIntyre	Ohio University
Marlea Braden	CEA-R	Lynn Braden	Cincinnati Christian University	Cathy Miles	West Mound ES	Kelly Miles	Arizona State University
Marcia Brumfield	Westmoor MS	Tyler Brumfield	Ohio University	Margaret Molli-Clark	Columbus Downtown HS	Sam Clark	Miami University
Diane Burke	Sullivan ES	Kevin Shimp	The Ohio State University	Leanne Moorman	CEA-R	Kelsey Moorman	Ohio Northern University
William Chaffin	Siebert K-6	Jacob Chaffin	Ohio University	Nancy Morrow	Wedgewood MS	Jason Morrow	The Ohio State University
Karla Corbett	Eastgate ES	Zalika Corbett	Boston University	Denise Payne	CEA-R	Ivana Payne	Indiana University
Mira Cremeans	Georgian Heights ES	Mackenzie Cremeans	DePaul University	April Pendery	Alpine ES	Kelly Pendery	Morehouse College
Ann Dean	West HS	Carrie Dean	The Ohio State University	Debby Peterson	Linden-McKinley STEM 7-12	Nichole Peterson	University of Cincinnati
Mary Dellaflora	S. Mifflin STEM Acad. K-6	Maria Dellaflora	The Ohio State University	Molly Proto	Neil Avenue Center	Victor Proto-Newton	The Ohio State University
Judith Devlin	St. Vincent	Andrew Devlin	Shawnee State University	Kathryn Righter	Hudson/School Improvement Office	Kevin Righter	The Ohio State University
Jennifer Eaton	Huy ES/A.G. Bell Program	Amanda Eaton	Ohio University	Denise Riley	Eakin ES	John Riley	The Ohio State University
Hanaa El-Yousseph	Northland HS	Hilal El-Yousseph	The Ohio State University	Jodie Schlaerth	South HS 7-12	Jacob Schlaerth	Ohio University
Beverly Galli	Windsor STEM Acad. K-6	Marcus Galli	Capital University	Linda Siroskey-Sabdo	Trevitt ES	Amanda Siroskey	The Ohio State University
Linda Gillespie	Windsor STEM Acad. K-6	David Gillespie	The Ohio State University	Robert Slipsky	Mifflin HS	Julia Slipsky	The Ohio State University
Mary Hoffman	Buckeye MS	Megan Hoffman	The Ohio State University	James Slone	West Mound ES	Joshua Slone	Otterbein University
Patricia Hollern	Columbus Downtown HS	Collern Hollern	The Ohio State University	Tonja Smith	Beechcroft HS	Emily Azadpour	The Ohio State University
Cynthia Huettel	Independence HS	Nicholas Huettel	Bowling Green State University	Pamela Snyder	Ft. Hayes CC	Hannah Snyder	Wright State University
Kassie Hurley	Como ES	Mindy Hurley	The Ohio State University	Mary Kay Stabl	Clinton ES	Miles Stabl	The Ohio State University
Lori Jackson	Whetstone HS	Megan Jackson	Columbus College of Art & Design	Lonita Temple-Jackson	Cassady ES	Taneesha Jackson	University of Cincinnati
Robin Jeffries	Columbus Africentric EC ES	Alyx Jeffries	Robert Morris University	John Thomas	Forest Park ES	Henry Thomas	The Ohio State University
Amy Jones	East Columbus ES	Patricia Bergstrom	Wittenberg University	Cam Thompson	Westgate ES	Sara Thompson	The Ohio State University
Mildred Kemp	Liberty ES	Makeda Sculark	Otterbein College	Michelle Torka	Mifflin MS	Arienne Torka	The Ohio State University
Christina King	Como ES	Julie King	Ohio University	Robert Toy	Johnson Park MS	Jacob Toy	The Ohio State University-Newark
Benjamin Klepek	Columbus Downtown HS	Tyler Klepek	The Ohio State University	Julie Watson	Hamilton ES	Eric Hollis	Calvin College
Brent Krelko	CEA-R	Rebecca Krelko	Ohio Northern University	Mary Wetzel	Broadleigh ES	Jennifer Wetzel	Butler University
Rebecca Lance	Columbus Global Academy	Alexandria Lance	University of Findlay	Merele Wilder	Weinland Park ES	Jacqueline Wilder	Hampton University
David Leatherwood	Centennial HS	Maria Leatherwood	Liberty University	Tracy Winkfield	Colerain ES	Ariel Winkfield	Ohio University
Irene Lindelow	Neil Avenue Center	Colleen Lindelow	The Ohio State University	Betty Winland	Northland HS	Daniel Winland	University of Dayton
Malinda Marfurt	Huy ES/A.G. Bell Program	Andrew Marfurt	Ohio University				

Help make miracles happen

By donating to the United Way of Central Ohio, you create positive changes for now and for the future for many Central Ohio families. The United Way brings together the resources of our community investing our collective time, money and efforts in effective, results-oriented programs. You can have a positive impact and improve people's lives. We all benefit when children and families succeed. Your gift to the United Way helps our families:

- ♦ Access services and assistance to stay warm during the winter
- ♦ Receive job skills training
- ♦ Manage their finances
- ♦ Navigate barriers to health care
- ♦ Meet critical needs in times of crisis

United Way also supports preschool education for Columbus children and the many programs that help our

students succeed in life. The campaign deadline is Dec. 2. If you have not received a pledge form, please contact your FR. Read more at www.liveunitedcentralohio.org. Remember, we don't ask for ourselves. We ask for our families.

THANKS FOR CREATING OPPORTUNITIES AND INSPIRING HOPE FOR A BETTER TOMORROW.



GIVE. ADVOCATE. VOLUNTEER. LIVE UNITED. 

LIVEUNITEDCENTRALOHIO.ORG

Giving thanks this holiday season

CEA members have a great deal to be thankful for this holiday season. So when you're sitting down to your holiday meal, express gratitude for those who came before you for the battles they fought (and, in many instances, died) during the past 100 years by union organizers to win:



- ◆ Collective bargaining rights for employees
- ◆ Wrongful termination laws
- ◆ Paid vacation
- ◆ Family & Medical Leave Act (FMLA)
- ◆ Sick leave
- ◆ Social Security
- ◆ Minimum wage
- ◆ Civil Rights Act/Title VII—prohibits employer discrimination
- ◆ 8-hour work day
- ◆ Overtime pay
- ◆ Child labor laws
- ◆ Occupational Safety & Health Act (OSHA)
- ◆ 40-hour work week
- ◆ Workers' compensation
- ◆ Unemployment insurance
- ◆ Pensions
- ◆ Workplace safety standards and regulations
- ◆ Employer health care insurance
- ◆ Age Discrimination in Employment Act of 1967 (ADEA)
- ◆ Whistleblower protection laws
- ◆ Veterans' Employment and Training Services (VETS)
- ◆ Compensation increases and evaluations
- ◆ Sexual harassment laws
- ◆ Americans With Disabilities Act (ADA)
- ◆ Holiday pay
- ◆ Employer dental, life and vision insurance
- ◆ Privacy rights
- ◆ Pregnancy and parental leave
- ◆ Military leave
- ◆ The right to strike
- ◆ Public education for children
- ◆ Equal Pay Acts of 1963 & 2011—requires that employers pay men and women equally for the same amount and type of work
- ◆ Laws ending sweatshops in the United States

We don't swipe

Teachers have been wondering what's up with the scan. Many of you have been followed and subjected to the "swoop-and-swipe" of building secretaries who ask to see your CCS IDs and then scan them. We want to clarify: This is not a way to track your hours. The scanning is for information collection to form a new policy about ID badges and access cards.

A committee, including CEA President Rhonda Johnson, is collecting information from building principals, to ascertain the number of the new IDs the district needs to provide to employees. Some principals gathered the information by scanning IDs. We know you've been wondering if the next step is a new policy—perhaps to track your hours through Kronos or some other software.

We want to reassure you: We don't swipe. Swiping is for classified employees. Call CEA if you have any questions.

Wait. Don't comment

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. Faculty representatives 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 *Master Agreement*.

Attendance counts are changing

This school year is the last time districts will receive funding based on their count of students during a single week in October. Next year, we will start counting our students three times: on the last day of October, March and June. Auditor of State Dave Yost recommended the change as a way to track who is coming and going more accurately.

Job-Sharing Request • 2014–2015

If you are looking for a job share partner, fill out the form below and return it to the CEA office, **Attention: Ezetta Murray**. A list of prospective participants will be compiled and sent to each person submitting this form to assist in finding a job share partner. Even if you participated last year, **fill out a new form this year**. Return the form by **Friday, Dec. 6** through school mail to CEA, Rt #1.

Name: _____ Current Grade Level/Subject Area: _____

Current School: _____ Home Phone: (____) _____

Certification Area(s): _____ Mobile Phone: (____) _____

Next year's preference: (what, where, with who?) _____ Email Address: _____