

The CEA Voice

Tracey D. Johnson, President

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Columbus Education Association

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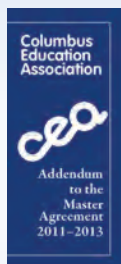
Congratulations, CEA Scholarship Recipients

We know that our members work hard, and we're proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each winner with a \$1,250 scholarship, funded by a \$10 dues assessment from each member and is invested and paid through The Columbus Foundation. Since 1995, this fund has awarded \$655,000 in scholarships. The students listed below have been awarded CEA Members Scholarships for the 2014–2015 school year:

Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Nancy Armstrong	Como ES	Sierra Armstrong	Pratt Institute	Kathleen Lally	Scottwood ES	Erin Lally	Capital University
Pamela Artrip	Woodward Park MS	Jared Artrip	The Ohio State University	Kathleen Lally	Scottwood ES	Sean Lally	Muskingum College
Jennifer Berend	Whetstone HS	David Bauer	The Ohio State University at Marion	Paul Lausch	CEA-R	Alexandria Lausch	University Of Cincinnati
Mindy Bobich	Hudson Community Ed. Ctr.	Molly Bobich	The Ohio State University	Jacqueline Levakis	Centennial HS	Anastasia Levakis	The Ohio State University
Marsha Botomogno	CEA-R	Michelle Botomogno	Kent State University	Karen Loudermilk	East Linden ES	Emily Loudermilk	Ohio Northern University
Anastasia Brown	Old Orchard ES	Morgan Johnson	The Ohio State University	Tracy Magnuson	Parkmoor ES	Julie Magnuson	The Ohio State University
Christine Burgess Marrell	Burroughs ES	Cody Marrell	The Ohio State University	Kathryn Marcum	Watkins ES	Emily Marcum	Miami University
Marsha Burkholder	Westgate ES	Evan Burkholder	Urbana University	April Marcus	Avalon ES	Rachel Marcus	Belmont Abbey College
Delphina Christopher	Colerain ES	Dylan Christopher	Capital University	Amy Martin	Northgate Center	Jordan Martin	Ohio Northern University
Michelle Clark	AIMS	Andriana Clark	The Ohio State University	Kimberly Maupin	Southwood ES	Robert Maupin	The Ohio State University
Alfred/Allison Crawford	Yorktown MS/Oakland Pk ES	Meghan Crawford	Morehead State University	Maureen McCool	Huy ES/A.G. Bell	Lindsay Pridham	The Ohio State University
Daria DeNoia	PAR/17th Ave.	Alexander Lange	Miami University	Christine McMahon	Nurses	Corey McMahon	Northwestern University
Christy Ellis	Indian Springs ES	Kenton Ellis	Ohio University	Paula McQuade	Medina MS	Sarah McQuade	Ohio Wesleyan University
Stephen Emmons	Mifflin HS	Sara Emmons	The Ohio State University	Martha Mercuri	Berwick ES	Theresa Mercuri	Ohio University
Daniel Finn	JDC	Collin Finn	Ohio Wesleyan University	Don Moore	CEA-R	Shannon Moore	The Ohio State University
Edward Geers	Tutor	Jenny Geers	Wilmington College	Steven Murray	CAHS	Lee Rhein Murray	Ohio University
Farrel Golden	Walnut Ridge HS	Benjamin Golden	The Ohio State University	Luann Oliver	Alpine ES	Kelli Oliver	Ohio University
Michelle Hansen	Columbus International HS	Alexander Hansen	Juniata College	Andrea Page	Moler ES	Rodger Page	Youngstown State
Noreen Harder Print	Centennial HS	Mackenzie Print	Miami University	Alice Parker	Columbus Scioto HS	Lakia Parker	The Ohio State University
Fawn Harris	Walnut Ridge HS	Kent Harris	Ohio University	April Pendery	CEA-R	Amanda Pendery	Hope College
Christine Hecht	Marion-Franklin HS	Rebecca Hecht	Rose-Hulman Institute of Technology	Roxana Perez	ESL Department	Kevin Perez	The Ohio State University
Jennifer Herrmann	Westgate ES	Nina Herrmann	The Ohio State University	Kathryn Righter	Woodward Park MS	Kevin Righter	The Ohio State University
Stephen Hildreth	Mifflin HS	Kathryn Hildreth	University of Toledo	Gina Rock	CEA-R	Christopher Rock	The Ohio State University
Latonya Hobson	Walnut Ridge HS	Latrese Green	University of Cincinnati	Jane Roth	Whetstone HS	Daniel Roth	Cleveland Institute of Art
Rhonda Hudson	Devonshire ES	Victoria Hudson	Miami University	Pamela Scott	Olde Orchard ES	Mariah Scott	The Ohio State University
Cynthia Huettel	Independence HS	Alex Huettel	Bowling Green State University	Thomas Shrilla	Woodward Park MS	Emily Shrilla	Bowling Green State University
Elaine Insinga	Winterset ES	Andrea Insinga	The Ohio State University	Robert Slipsky	Mifflin HS	Allison Slipsky	Cincinnati College of Mortuary Science
Vicki Jackson	Northtowne ES	Stacie Jackson	The Ohio State University	Tony/Michele Thomas	South HS/Oakmont ES	Chandler Thomas	University of Cincinnati
Madalene Jentgen	Huy ES/A.G. Bell	Gregory Jentgen	The Ohio State University	Lori Webb	Buckeye MS	Keaton Webb	Bellarmine University
Amy Jones	East Columbus ES	Danielle Bergstrom	Miami University	Deborah Weber	Eastgate ES	Natalie Weber	Kent State University
John Kaltenecker	Walnut Ridge HS	Meredith Kaltenecker	Kent State University	Kathleen Webster	Guidance Counselor	Bryn Webster	Denison University
Kathy Kessler	North Linden ES	Megan Kessler	Ohio University	Sandra Winchester	Huy ES/A.G. Bell	Promise Winchester	University of Toledo
Thomas Kirker	CEA-R	Kathleen Kirker	Columbus College of Art & Design	Tara Woodford	Champion MS	Stacy Woodford	Lake Erie College
Benjamin Klepek	Columbus Downtown HS	Holly Klepek	Miami University	Linda Wright	CEA-R	David Edgar	Georgetown University
Julian Knecht	Gifted & Talented	Robert Knecht	University Of Toledo	Deborah Zwahlen	Windsor STEM Acad. PreK-6	Zach Zwahlen	Ohio University

Gratitude Abounds

Sit down, pass the gravy and remember: It's been a long road. CEA members have a lot for which to be thankful. When you are giving thanks, don't forget to add a word of gratitude to the many union organizers who fought (and sometimes died) during the past century 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, eight-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 and laws ending sweatshops in the United States.

Legislators Target Salary Schedule

On Thursday, Nov. 13, the House Education Committee approved sweeping changes to House Bill 343. On a party-line vote, 18 amendments were added to the bill, including provisions that would remove the single salary schedule and the minimum teacher salary from state law.

Single salary schedules determined by experience and training prevent unfair pay differentials based on biases about grade levels, subject of instruction, race, gender or subjective evaluations of performance. Eliminating this language is an open invitation to favoritism and arbitrary treatment of employees— exactly what single salary schedules were designed to prevent.

Additionally, minimum teacher salaries are part of an effort to ensure competitive and fair compensation in all parts of the state, critical to recruiting and retaining high-quality teachers needed to raise student achievement levels in Ohio.

On Monday, Nov. 17, the amended bill received another—and its final—hearing in the House Education Committee. CEA Vice President Phil Hayes testified in opposition to the inclusion of the provision. To download his testimony, go to <http://bit.ly/hb343CEA>. The Republican-controlled committee voted 10-5 on a party-line vote to send HB 343 to the House Rules and Reference Committee—the last stop before the bill could appear on the floor of the Ohio House for a vote.

The House Rules and Reference Committee was scheduled to meet Tuesday through Thursday, Nov. 18–20. However, as of the time *The CEA Voice* went to press, it was unclear when, not if, HB 343 would appear on the committee's agenda. Approval by the Rules and Reference Committee would send HB 343 to the floor of the House for a vote.

Your Association calls on every member to urge legislators in the Ohio House and Senate to keep the single salary schedule requirement for public school employees and teachers and to keep the state minimum salary schedule. To contact your state representative and state senator, go to <http://bit.ly/1sNQbRA>.

Keep #ohio5of8

On Tuesday, Nov. 11, the Operating Standards Sub-Committee voted 4 to 3 to recommend the adoption of the revised standards—which would eliminate the “5 of 8 Rule” —to the full board for a final vote at the Dec. 9 State Board of Education meeting.

Currently, the standard requires that “Educational service personnel shall be assigned to at least five of the eight following areas: counselor, library media specialist, school nurse, visiting teacher, social worker and elementary art, music and physical education.”

At the State Board meeting on Nov. 11, the agenda called for public comment on the proposed rule change at the beginning of the meeting. Board President Debe Terhar unilaterally changed the agenda at the last minute. She moved the Operating Standards presentation before public comment, despite an outcry from board members and the audience.

Standing firm in her decision, Terhar told the members of the board and the audience that she had the authority to change the agenda order. She added that if they didn't like the change, “You have the right to leave.” Four board members promptly accepted her offer, walking out in protest of her decision.

What would Ohio's schools look like without art, music, physical education, school counselors, school nurses, library media specialists or school social workers? The removal of this language would further reduce the educational opportunities available to Ohio's students. Children from the poorest school districts—the ones who need these services the most—would be disproportionately affected.

The State Board of Education is scheduled to vote on the Operating Standards revision at its meeting on Dec. 8–9. Your Association needs every member to thank the board members who walked out in protest by going to <http://bit.ly/thankthe4>. Also, please continue to contact the other board members and urge them to oppose the elimination of the “5 of 8 Rule” by going to <http://bit.ly/keep5of8>.

Track Your Evaluation

CEA has created the CEA Teacher and Licensed Support Professional Evaluation System Checklist, an evaluation form for members to use to record all activities of the evaluation process. It is the brainchild of CEA member Georgia O'Hara. The form helps you track your pre-observation conferences, observations, walk-throughs and final conferences.

We must be vigilant about making sure everyone follows the guidelines for I LEAD. We know from experience that if we track the events that occur during the evaluation process, we can get a good idea of where we stand. This document is not an official CCS form. It is merely a tool for members' personal use in keeping track of your progress. You can find the form on the CEA website. A hard copy (on light blue cardstock) will be sent to every member.

CEA Fall Special Election Results

Congratulations to Carol M. Dixon (Briggs HS), elected District 6 Governor. We will hold a run-off election for the Middle School At-Large Governor between Angela M. Stokes (Columbus City Schools Prep. School for Girls) and Kimberly A. Jones (Mifflin MS). Campaigning is currently underway. Voting begins Tuesday, Dec. 2, and will end Monday, Dec. 15. The Elections Committee will collect ballots from buildings and tally votes at the CEA office on Tuesday, Dec. 16.

Gainsharing: 2013–2014

The following schools will receive Gainsharing for the 2013–2014 school year. The number in parentheses following each school equates to the number of components (25 percent of the full award) each school will receive:

Avalon ES (1), Briggs HS (1), Broadleigh ES (4), Buckeye MS (1), Clinton ES (3), Colerain ES (1), Columbus Africentric Early College (1), Columbus City Prep. School for Boys (1), Como ES (3), Dominion MS (2), East HS (1), Hamilton STEM Academy (K–6)(1), Highland ES (4), Independence HS (1), Innis ES (2), Leewood ES (1), Lindbergh ES (1), Linden STEM Academy K–6 (1), Livingston ES (1), Marion-Franklin HS (1), Mifflin HS (1), North Linden ES (1), Northtowne ES (3), Oakmont ES (1), Ohio Avenue ES (1), Parsons ES (1), Shady Lane ES (1), Siebert ES (2), South Mifflin STEM Academy (K–6) (2), Sullivant ES (1), Trevitt ES (1), Valley Forge ES (2), Walnut Ridge HS (1), West HS (1), West Mound ES (1), Westgate Alternative ES (1) and Winter-set ES (1).

Leadership Intern Information Session

An informational meeting is planned for staff who would like to learn more about the Leadership Intern Program. The session will include information on opportunities to pursue administrative leadership, professional development available for interns, selection process for the upcoming year and time for questions. The meeting will be held on Tuesday, December 9, from 4–5:30 p.m. at the Hudson Distribution Center, 737 E. Hudson Street.

For more information, contact Kathryn Moser, Director, School Leadership Development at kmoser@columbus.k12.oh.us.

Special Notes

- ❑ CEA continues to honor those who served in the U.S. Armed Forces. We wish to add **Keith Beveridge, U.S. Coast Guard**, to our recent article thanking them for their service.
- ❑ **Gainsharing Service Plan Deadline Approaching:** Teachers who are on **special assignment** and **itinerant teachers** who rotate to more than one school may opt into the Gainsharing building goals by **preparing Gainsharing Service Plans**. The **deadline for submission** for the **2014–2015 school year** is **Wednesday, Dec. 3**, for members not assigned to schools on a full-time basis. This form is available on the CCS intranet and the CEA website in the “Forms” section.
- ❑ CEA wants to thank the following buildings who have recently **completed their United Way Campaigns**: Eastgate ES, Ft. Hayes CC, Valleyview ES, Yorktown MS and Liberty ES.