

## Remember 9/11 Through Service

It's hard to forget the dark day of Sept. 11, 2001. On that day, we ceased to be separate neighborhoods and groups. In a moment, whatever differences may have existed between people throughout the country were instantly dissolved and rendered trivial compared to our fundamental compassion and concern for the well-being of others.

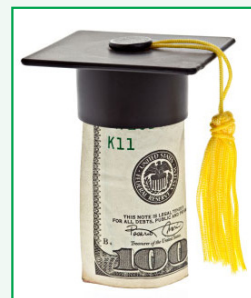
There is a way to honor the memories of the more than 3,000 people who died that day. On Dec. 18, 2001, Congress designated Sept. 11 as Patriot Day, or the National Day of Service and Remembrance. Each year we honor those who died in the terrorist attacks. In commemoration, U.S. flags should be flown at half-staff and Americans observe a moment of silence beginning at 8:46 a.m., the moment the first plane crashed into the World Trade Center.

There are days of opportunities for hundreds of thousands of volunteers to paint and refurbish homes, run food drives, spruce up schools, reclaim neighborhoods and support and honor veterans, soldiers, military families and first responders. Sign up at [www.911day.org/toolkit/](http://www.911day.org/toolkit/) and download resources, including lesson plans focusing on ways that your students can join together as a class to serve their communities. Also, visit [www.serve.gov](http://www.serve.gov) for more information.



## Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides \$1,250 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between September 2018 and June 2019 with a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. Go to <http://bit.ly/2018CEAfall> to download the application form. The deadline is 4:30 p.m. on Thursday, Oct. 29. If you have questions, call Kathy Wilkes at: (614) 253-4731.



## TLI Application Deadline Approaching

The Columbus Education Association, in collaboration with the National Education Association, the National Board of Professional Teaching Standards and the Center for Teaching Quality, is seeking 50 CEA members to participate in the 2018 cohort of the Teacher Leadership Initiative (TLI).

In the coming months, hundreds of teachers from multiple sites across the country will be selected to participate. Those who are selected to participate and complete the entire experience will receive a \$300 completion honorarium and earn 18 CEUs for their work.

The deadline to submit your online application is Friday, Sept. 14. To submit your application, go to <http://bit.ly/CEAtli18>. Be sure that your application is complete. Applicants will be notified of selection in early October of 2018. For information about applying for this program, contact Dorothy Wilson, CEA Office, (614) 253-4731.

## The Heat is ON!

Dear Colleagues:

The opening of the school year has been a challenge with 90 degree temperatures and a heat index of more than 100 degrees. All CCS staff and students have been put to the test throughout this heat wave.

I appreciate what every member has done and continues to do to keep our students safe. Your Association will continue to respond to the many members who have contacted us regarding the extreme temperatures.

Your Association has communicated frequently with the administration throughout the ongoing heat crisis to help them understand that there are alternatives to subjecting staff and students to these arduous teaching and learning conditions. Thankfully, through positive communications, your Association was able to work with administration to help them develop the solution. On Wednesday, Sept. 5, administration made the right decision and allowed teachers and students to remain home.

CEA looks forward to continuing dialogue with administration to jointly develop a plan of action. It is important that any plan of action results in positive outcomes for everyone.

In Solidarity,  
John Coneglio



## Join The Bargaining Team

The *CEA Master Agreement* is set to expire in August of 2019. Your Association is now forming the CEA Negotiations (Bargaining) Team. This posting begins our process for the upcoming round of negotiations.

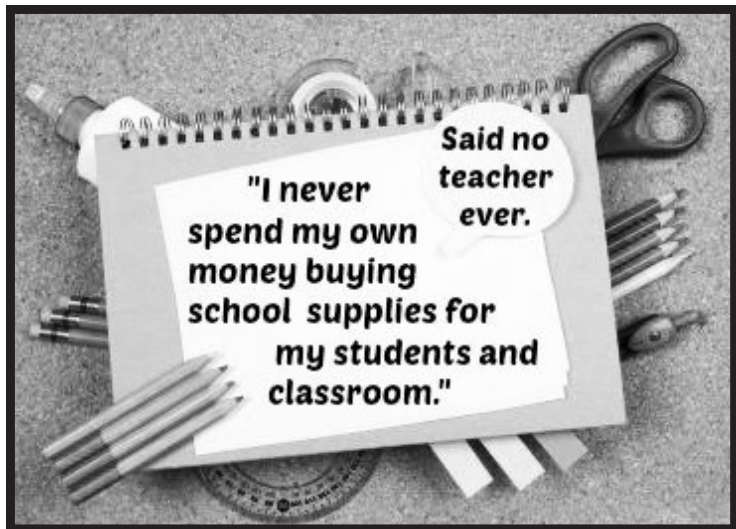
Our comprehensive team will represent the diversity and varied experience levels of all of our members.

Interested applicants should send a cover letter via school mail highlighting your interests and qualifications along with a résumé to: Teri Mullins, CEA Staff Consultant, CEA Office, Route 1. The selective interviewing process will be utilized to select the Negotiations Team members. Applications must be received no later than Thursday, Sept. 13, at 4:30 p.m.

Columbus  
Education  
Association

cea

Master  
Agreement  
2015-2017



## The hidden cost of teaching

According to a recently released report from the U.S. Department of Education, nationwide, teachers spent an average of \$479 in the 2014–2015 school year on classroom materials and expenses. Columbus teachers spend a hefty chunk of their personal funds on these items too, according to a recent online survey conducted by CEA.

More than 1,200 CEA members completed the survey, and their responses are eye-opening. During the 2017–2018 school year, CEA members spent an average of \$643 of their own money on classroom materials and related expenses. More than 95 percent of CEA members have spent an average of \$221 of their own money already, and virtually all of those respondents expect to spend another \$400 more over the course of the school year.

The amount of money spent annually by CEA members in the course of their professional duties do not decline with an increase in seniority. CEA members with zero to three years of experience spent an average of \$472, while teachers with 21 or more years of service spent an average of \$679. A total of 18.9 percent of survey respondents indicated spending more than \$1,000, compared to just 7 percent of respondents in the U.S. Department of Education survey. One teacher indicated spending in excess of \$7,000 per year.

“The materials I buy for my room are most often consumable, so it is an expense each year,” wrote one respondent. “It adds up—I think the \$600 I estimated is probably low because I don’t have the heart to actually keep track and I don’t want to admit to my spouse the money I take from our home budget to provide for the needs of my job.”

While some respondents indicated their principals tried to help provide supplies using the school budget, one elementary respondent indicated exactly the opposite. “We are frequently expected to pay for school wide program incentives from our own pocket. When questioning (REDACTED) about the school paying for the prizes, (REDACTED)’s response, “You all make good money and can take a tax break on the items.”

Survey participants were also asked if they anticipated spending more of their own money as a result of the budget cuts undertaken by the District in the 2017–2018 school year. A total of 45 percent anticipated spending more of their own money in the course of their professional duties, while another 45 percent of respondents were unsure.

“The results of this survey prove what we already know to be true,” stated CEA President John Coneglio. “Our members are the most caring in the state. They spend their own money to make up for what the system does not provide. They do what is necessary so their students receive the resources they need to be successful in the classroom.”

## Fall Fling Is Coming

Are you coming to the CEA Fall Fling? Join us Friday, September 14, from 4–8 p.m. at the Hilton Easton, 3900 Chagrin Drive. Your Association just welcomed more than 150 new members this school year—help them celebrate their new



career and welcome them to the CEA family. Our annual party features music, great food and prizes. Get to know your colleagues; meet candidates for office and local elected officials. Admission is free. Beer and wine are just \$2.

## Are You Retiring This Year?

Bargaining unit members who are planning on retiring at some point in the 2018–19 school year can be exempted from the Ohio Teacher Evaluation System (OTES). The Ohio Revised Code allows for school boards to not conduct an evaluation of a teacher who has submitted notice of retirement which “has been accepted by the board not later than Dec. 1 in the school year in which the evaluation is otherwise scheduled to be conducted.”

If you would like to exercise this option, you must submit the notice of retirement by Friday, Nov. 2, to Human Resources. Go to <http://bit.ly/ccsretireresign> to download a copy of the retirement/resignation notification form, or feel free to draft your own. Your Association strongly recommends hand delivering your notice of retirement and obtaining a time-stamped copy. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

## Special Notes

- ❑ The **deadline to submit** teacher-developed **Student Learning Objectives** into the **ILEAD Portal** is **Friday, Sept. 28**. Additionally, teachers’ first scheduled conferences with their evaluator should be accomplished by Friday, Sept. 28.
- ❑ The first **CEA Legislative Assembly** of the 2018–2019 school year will be held on **Thursday, Sept. 20**, at **The Boathouse at Confluence Park**, 679 W. Spring Street. **Registration begins at 3:30 p.m.** with the **meeting starting promptly at 4:30 p.m.** **All Faculty Representatives should plan to be in attendance. Dinner will be provided.** **RSVP** to Michelle Crouse at: [crousem@ceaohio.org](mailto:crousem@ceaohio.org). Be sure to include your name and the building/unit you represent.
- ❑ **Sick Leave Bank enrollment ends Friday, Sept. 28**. Donate two days in order to be able to borrow up to ten days. The donation form is available on the CCS Intranet under “Human Resources” or the CEA website under the “Forms” tab.

### CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

Contact us today and allow our experience to work for you.  
(614) 461-4455 • [www.cloppertlaw.com](http://www.cloppertlaw.com)