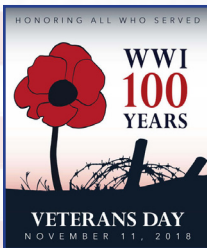


This section of
The CEA Voice
was left
intentionally
blank because it
contains a
political
endorsement.

Salute Our Veterans

On Sunday, Nov. 11, we say “thank you” to America’s veterans for their patriotism and love for our country. We have been publicly thanking our Armed Forces for nearly a century, starting after World War I when the Treaty of Versailles (signed June 28, 1919) ended “The Great War.” Congress created an official observance in 1926, and in 1938 declared Nov. 11, “Armistice Day,” a national holiday. This is because World War I fighting had actually ceased with an armistice that began on the eleventh hour of the eleventh day of the eleventh month. In 1954, Congress changed the holiday name to Veterans Day to honor veterans of all wars. Some of these veterans are your colleagues.

Join us in honoring the men and women among our membership who have served in the Armed Forces. Without them, our freedoms as Americans would be in jeopardy.



Ten-Minute Meetings

Your Association would like to thank our Faculty Representatives for sharing vital information about the recent election and the importance of voting for friends of public education. This information was shared with our members at their school/unit’s Ten-Minute Meeting. We would also like to thank the many members that attended their school/unit’s Ten-Minute Meeting. We thank our CEA Faculty Representatives for ensuring you know what’s happening, so we can all

engage in the work of our Association:

Alpine ES, Avalon ES, Avondale ES, Berwick PreK-8, Binns ES, Briggs HS, Buckeye MS, Burroughs ES, Columbus Africentric EC ES, Cassady ES, Cedarwood ES, Centennial HS, Clinton ES, Colerain ES, Columbus City Prep for Boys, Columbus Downtown HS, Columbus Gifted Academy, Columbus North International HS 7-12, Columbus Spanish Imm. K-6, Cranbrook ES, Dominion MS, Eakin ES, East HS, Eastgate ES, Eastmoor Acad. HS, École Kenwood K-6, Fairwood K-6, Gables ES, Gifted & Talented, Hamilton STEM Acad. K-6, Highland ES, Indianola Informal K-8, Johnson Park MS, Juvenile Detention Center, Lindbergh ES, Lincoln Park K-6, Maize ES, Marion-Franklin HS, Mifflin MS, Moler K-6, Northgate Intermediate ES, Ohio Ave. ES, PAR, Parkmoor ES, Parsons K-6, Ridgeview MS, Salem ES, Sherwood MS, South Mifflin STEM Acad. PreK-6, Southwood K-6, Special Ed. Coordinators, Stewart ES, Sullivant ES, Trevitt ES, Valleyview ES, Weinland Park ES, West Broad ES, Westmoor MS, Whetstone HS, Winterset ES and Yorktown MS.

If your school/unit had a Ten-Minute Meeting and is not listed above, please have your SFR call CEA Vice President Phil Hayes at the CEA Office.

CEA Bargaining Team Selected

We are pleased to present a team who represents the diversity of the bargaining unit. The core bargaining team will be announced prior to Winter Break. The 2018 CEA Bargaining Team includes the following members:

Traci Arway (Special Ed. Coordinators), Michael Barnes (Briggs HS), Heidi Baxter (Woodward Park MS), Scott Buckley (Psychologists), Rachel Concitis (Winterset ES), John Coneglio (CEA Office), Becky Coyne (El. Art), Gerry Curran (Independence HS), Kevin Daberkow (Southwood ES), Cassandra Daniels (Champion MS), Angela Elfner-Zalenski (Elem. Art), Keith Emrick (Berwick K-8), Claudia Eschelbach (Marion-Franklin HS), M.D. Ferguson (Marion-Franklin HS), Katy Gilboay (Eakin ES), Ashley Green (Forest Park ES), Tai Hayden (CEA Office), Phil Hayes (CEA Office), Tracie Helmbrecht (Arts Impact MS), Brittany Herb (Starling K-8), Megan Hinz (West HS), Hal Howard (Woodward Park MS), CJ Jamison (Leawood ES), Jeannette Johnson (Berwick K-8), Lisa R. Johnson (Hamilton ES), Renée Kelley (School Counselors), Jennifer Kinkela (Adaptive PE), Cindy Love (CEA Office), Gary Metzenbacher (East HS), Amy Mondillo (Scottwood ES), Teri Mullins (CEA Office), Michael A. Mundew (JDC), Cynthia Price (Mifflin HS), J Sanchez (Northland HS), Melanie Shafer (Cols. Africentric HS), Taraja Shephard-Allen (School Counselors), Samina Sitabkhan (NPSS Tutors), Denise Sizemore (Cols. North International 7-12), Chad Smith (Centennial HS), Cynthia Smithers (Weinland Park ES), Samara Strode (Columbus Downtown HS), Annelise Taggart (Elem. Art), Izetta Thomas (Central Enrollment), Carina Turner (Psychologists), Diana Turner (Northland HS), Christopher Weyand (Cranbrook ES), Julie Whitmore (Woodcrest ES), Connie Workman (Sherwood MS), Ardelia Young (East HS), Laura Young (West Broad ES), Matthew Yuhasz (Woodward Park MS) and Dwayne Zimmerman (East HS).

Bargaining Update

Your Association thanks the nearly 900 members who submitted more than 2,000 items for negotiations at the two Town Hall meetings and the Bargaining Issues Survey. The CEA Bargaining Team has begun the process of classifying the items submitted by members. Submitted items that are currently in the contract, contrary to state/federal law, work of another bargaining unit or were duplicates of other items will not be included in the survey. Additionally, submitted items that asked CEA to maintain currently contractual provisions will be excluded; your Association's intent is to improve, not just maintain our current *Master Agreement*. Items that were submitted that can be addressed through existing joint Association/Administration efforts will be referred to the appropriate personnel. The Bargaining Team will be working through the month of November to fit the submitted issues into the CEA Bargaining Priorities Survey. It will be sent to all members' personal email addresses on file with CEA on Friday, Nov. 30, at 4:30 p.m.

If you have not submitted your personal email address to the CEA Office, send an email to tellcea@ceaohio.org with your first and last name and the name of your unit.

FR Workshop Attendance

We thank all the Faculty Representatives who attended the CEA FR Workshop on Thursday, Nov. 1. The work you do is vital. You are the core of our organization, bringing the concerns of the membership to our Association leaders and sharing Association news with our members.

Thanks to the following units who had one or more members attend the Fall Faculty Representative Training, Thursday Nov. 1: Alpine ES, Art, Arts Impact MS, Avalon ES, Beechcroft HS, Berwick PreK-8, Briggs HS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC SS, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12 @ Brookhaven, Columbus North International HS 7-12, Columbus Spanish Imm. K-6, Cranbrook ES, Devonshire ES, Eakin ES, East HS, Eastgate ES, Eastmoor Acad. HS, École Kenwood K-6, Fairmoor ES, Forest Park ES, Ft. Hayes Arts & Academic HS, Gables ES, Gifted & Talented, Hamilton STEM Acad. K-6, Highland ES, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Leawood ES, Liberty ES, Lindbergh ES, Linden STEM Acad. PreK-6, Linmoor Ed. Ctr., Marion-Franklin HS, Mifflin HS, Mifflin MS, Moler K-6, Music, Northgate Intermediate ES, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Psychologists, Salem ES, School Counselors, Sherwood MS, Social Workers, South HS 7-12, South Mifflin STEM Acad PreK-6, Special Needs Preschool @ Linmoor, Speech & Language, St. Vincent, Starling K-8, Transition Coordinator, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS and Yorktown MS.

Presentation materials from the FR Fall Workshop are available for download at <http://bit.ly/2yRVuMo>.

Know Your Contract: Classroom Visitors and Parent Conferences

We know the possibilities are endless when our students' families and caregivers visit our schools. It's important to maximize their involvement in their children's educations. Unfortunately, in today's high-stakes world of education, visitors can disrupt the learning process in our classroom. The Master Agreement provides you rights regarding visitation to your classroom in Article 207. Note the following: All visitors to a school must check in at the office.

- If you are expecting a visitor, you should be advised by the office that he or she has arrived and is on the way.
- If you are not expecting a visitor, he or she should be escorted to your classroom.
- You have the right to reschedule a visitor when prior arrangements have not been made.
- No electronic devices will be used to make a record of the visit or conference except by agreement of the teacher.

For more information on visitation to your classroom, reference Article 207 of the *Master Agreement*. If you are experiencing issues with classroom visitation, please speak with your Senior FR or call the CEA office at (614)253-4731.

Discipline Plan Update

The *CEA Master Agreement* specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing. Failure to have a plan in place is subject to a grievance at Step 2 against the principal.

We thank the following schools that are in compliance with Article 208.03 of the *CEA Master Agreement*:
Berwick PreK-8, Burroughs ES, Cedarwood ES, Columbus Africentric EC SS, Columbus Downtown HS, Columbus Gifted Academy, Columbus North International HS 7-12, Columbus Spanish Imm. K-6, Eakin ES, East Linden ES, Eastmoor Acad. HS, École Kenwood K-6, Fairmoor ES, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Johnson Park MS, Lincoln Park K-6, Marion-Franklin HS, Moler K-6, Northgate Intermediate ES, Northtowne ES, Ridgeview MS, Salem ES, Sherwood MS, Siebert K-6, South HS 7-12, Stewart ES, Trevitt ES, Westmoor MS, Woodcrest ES and Woodward Park MS.

For more information, please consult with your Senior Faculty Representative.

United Way Update

Friday, Nov. 2, marked the end of the 2018 United Way Campaign. We would like to thank the following schools/ units that have turned in their completed United Way Campaign envelopes since the last edition of *The CEA Voice*:

Alpine ES, Avondale ES, Berwick K-8, Binns ES, Briggs HS, Cassady ES, Central Enrollment Center, Clinton ES, Colerain ES, Columbus North International, Columbus Scioto 6-12, Columbus Spanish Imm., Cranbrook ES, Eakin ES, École Kenwood, Fairmoor ES, Fairwood ES, Gables ES, Highland ES, Hudson Distribution Center, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Lincoln Park ES, Linden McKinley STEM Acad., Livingston ES, Mifflin MS, Northgate Intermediate 5-6, North Linden ES, Oakmont ES, Salem ES, Scottwood ES, Shady Lane ES, South Mifflin STEM, Southwood ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Weiland Park ES, West HS, West Mound ES, Westmoor MS, Whetstone HS and Yorktown MS.

If you have not yet turned in your United Way Campaign envelopes, please hand deliver them to the CEA Office between the hours of 8:30 a.m. and 4:30 p.m.

Retirement Seminar

The Capital District will be hosting their fourth annual retirement seminar for members who are nearing retirement on Tuesday, Dec. 11, on the seventh floor of the STRS Building (275 E. Broad St.). Registration will begin at 3:30 p.m. and a light meal will be available at 4 p.m. Free parking is available in the STRS garage. Presenters at this seminar include representatives from STRS and the Capital District. This event is limited to the first 80 respondents. To *RSVP*, email Jeffrey Corbin at jeffrey.corbin@aol.com or call the CEA Office at (614) 253-4731 with your name and work location no later than 4:30 p.m. on Friday, Nov. 30.

Please note: Individual conferences with STRS representatives will not be conducted during this seminar.

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 to the recipients. Interested teachers should go to <http://bit.ly/dsgfirstyear18> to download the application form. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at jvalentine59@aol.com or sent via USPS to 69 Iron Ore Ct., Columbus, OH 43213. Completed grant applications must be received by Dec. 15, 2018. Grant recipients will be notified by Jan. 15, 2019.

Special Note

❑ The **Otterbein Scholarship** for children of Columbus City Schools benefits-eligible employees is available to any undergraduate under the age of 23 who has not completed a Bachelor's degree, whether they are applying as a new first-time, first-year student or a transfer student beginning Spring semester 2019 and beyond. The current value of the award is \$19,000. For more information, go to <http://bit.ly/2O6fWxQ>.