

This is What Solidarity Looks Like



Welcome Back CEA Members

I am very excited to welcome everyone back for the 2019–2020 school year. I look forward to my second year as CEA President and am energized to continue the work I was elected to do. Last year, I was truly inspired by the membership. Attendance at union sponsored events was strong, and there was increased involvement, interest and support for the Association in our fight for the schools *#ColumbusStudentsDeserve*.



John Coneglio

However, our work is not done. We must continue to grow, improve and respond to the needs and interests of our more than 4,000 members. Your Union is committed to empowering its members through engagement, advocacy and organizing. Together, our collective power will continue to highlight issues of concern such as school funding, over-testing, graduation requirements, building conditions and safety.

Your Union will never rest until education becomes the number one priority at the national, state, and local levels. Our students, their families, and our members deserve the best. To that end, your Union will continue to expand our work with pro-public education advocates. Rest assured, this will not be an easy task. There are many who will try to silence our collective voice and make it difficult for us to advocate for the schools *#ColumbusStudentsDeserve*. It is critical we stand united in our resolve to protect public education.

Your Union has fought long and hard for the rights we enjoy. As your President, I ask that each of you take the time to learn your rights and uphold the contract by supporting one another, your building representatives, union activities, and OEA/CEA professional development and training. I look forward to a proactive and transformative year. Your involvement is necessary.

In Solidarity,

John Coneglio

Mass Meeting Coming

CEA will be holding a Mass Membership Meeting on Sunday, Aug. 25, at the Ohio Expo Center & State Fairgrounds, Kasich Hall (717 E. 17th Ave.). Registration will begin at 3:30 p.m. with the meeting starting promptly at 5 p.m. Your Union is asking all members to wear red for the schools *#ColumbusStudentsDeserve*.



You will need a photo ID to enter. Your school ID or driver's license are acceptable forms of identification. CEA will cover the cost of parking, however, it is \$5 per car so please plan to carpool if possible so we can keep our costs down. The purpose of this meeting is to vote on a comprehensive conceptual agreement reached with the Board of Education.

Recess? When?

Don't forget to determine your school's recess policy. This must occur during the first two teacher workdays. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day.

This vote should take place no later than the second teacher workday of the school year. The *Master Agreement* requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily.

A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school's recesses—our students need them. For full information, refer to Section 302.06 of the *Master Agreement*.

The CEA Master Agreement has been expired for 1 day.

It takes discipline

The students are coming, and so is the need to have a plan to address discipline problems that may arise at your school. The *Master Agreement* specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing. At schools where the principal is newly assigned, the discipline plan must be in place within ten days following the first day of student attendance. A school that has the same administrator from the previous year must have a discipline plan in place by the first day of student attendance. Failure to have a plan in place is subject to a grievance at Step 2 against the principal. For more information, refer to Section 208.03 of the *Master Agreement* or call CEA at (614) 253-4731.

Sick Leave Bank

The *Master Agreement* provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply have not accumulated enough sick leave to cover extreme situations. You can help by donating two sick days to the Sick Leave Bank. It's easy. The donation form is available on the **CCS Intranet** under "**Human Resources**" or the **CEA website** under "**Forms**." The deadline for donations is Monday, Sept. 30. Any bargaining unit member who exhausts their sick leave may apply to borrow up to 10 days from the bank. They will be required to pay back the borrowed days as additional days are earned. When you retire or resign, the two days you deposited to join will be returned to you. If you joined the Sick Leave Bank in the past, you do not need to rejoin, nor do you need to make an additional donation. Please note that in order to withdraw days from the sick leave bank, bargaining unit members must complete a Sick Leave Bank withdrawal form, located on the CEA website.

First Thursdays = CEA

Any events that require the majority of the school staff to be in attendance should not be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. If you have questions, consult Section 205.04 of the *CEA Master Agreement*.

Professional leave: Don't wait

CEA is fortunate to have in its contract (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, attending a conference or workshop or traveling in a teacher education program. Forms to apply for professional leave are available on the "Forms" section of the CEA website or the 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.

Only CEA Members Get Free Legal Assistance

CEA offers a members-only Legal Services Plan through the law firm Cloppert, Latanick, Sauter and Washburn featuring reduced rates for those personal matters requiring a lawyer—such as developing estate plans, resolving domestic matters and dealing with traffic violations. Here's how the Basic Plan, or the OEA/NEA Attorney Referral Program, works: When you become a CEA member, you automatically receive, at a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic relations, consumer protection and traffic violations. The best thing is that your immediate family is

eligible. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation. There is another plan available as well. The Comprehensive Plan costs more but provides more extensive coverage for matters such as personal injury at a predetermined, discounted rate. The plan allows you more time to discuss lengthier items, such as document reviews. The Comprehensive Plan also entitles you to attorney time for services such as business dealings, bankruptcy or taxes, and defense in criminal matters; however, these matters do not qualify for the discounted rate. For questions and consultation appointments, call the Cloppert Law Firm at 614-461-4455.

Update your info

Members should have received a blue card that your Association uses to update information for our database. Your information remains private and is not shared with entities outside of the Association. CEA needs this information to keep in contact with you. Please complete the card and give it to your Senior Faculty Representative or send it to CEA.

Fall Fling Is Coming

Come one, come all and have a ball at the annual CEA Fall Fling. Join us Friday, September 20, from 4–8 p.m. at the Hilton Easton, 3900 Chagrin Drive. Your Association just welcomed more than 200 new members this school year—help them celebrate their new endeavor and welcome them to the CEA family. Our annual party features the music of DJ Saint, 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.



Apply now to be in the TLI

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 2019 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 \$500 completion honorarium and earn 18 CEUs for their work.

Through the TLI, you will hone your expertise and engage in leadership work in schools, state houses, and associations throughout the country. The TLI will prepare you to serve as a leader of the profession, with the knowledge, skills, and core values to meet the new demands as a 21st-century teaching professional.

The deadline to submit your online application is Friday, Oct. 18. To submit your application, go to <http://bit.ly/cea19tli>. Be sure that your application is complete. Applicants will be notified of selection by the end of October. For information about applying for this program, contact Dorothy Wilson at CEA at (614) 253-4731.

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