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The  
CEA Voice  
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it contains a  
political  
endorsement.**

## When Work Hurts

Your Union receives an alarming number of calls from our members due to being assaulted on the job. For many, classrooms are in crisis due to a high number of students with complex needs and a lack of resources to help address the challenging behaviors students bring



to school. Teachers report being assaulted by students as young as four old. Teachers have bitten, kicked, scratched, or punched while on the job.

Sadly, there is an uptick in violent behaviors in the classroom and incidents are increasing at an alarming rate. In the June 2019 edition of *NEA Today*, author John Rosales reports that more and more educators are ending up in the emergency room as a result of workplace violence and assault. In his article, "Threatened and Attacked by Students: When Work Hurts," Rosales' message is clear. "Whether the assaults are intentional, or the result of other challenges students are dealing with, being subjected to physical attacks should not happen anywhere, especially in a classroom environment." Yet, the reporting of such violent incidents often gets inadequate attention and even goes un-reported.

CEA wants all of our members to work in a safe environment free of violence. However, it is necessary to remind all members that if assaulted at work, whether intentional or accidental, it is important that every incident, no matter how minor, be reported to the District. This school year, these incidences are easier than ever to report; go to <http://bit.ly/CCSinjury> to fill out the Workplace Injury/Illness Report. It can be found by clicking "Staff" on the CCS Homepage and by selecting "Staff Quick Links." This report must be completed within 24 hours of the incident by either the affected individual or a designee. In addition to completing the report, follow these steps if you are the victim of an assault:

1. If you need immediate medical attention, get it. Take pictures of visible injuries. You may be eligible for Assault Leave (See Section 701.02 (D) of the *CEA Master Agreement*).
2. Immediately contact your administrator, faculty representative, and CEA to let them know an assault has taken place.
3. Submit a completed Discipline Referral to your administrator. Make copies for your files.
4. Refrain from making any verbal or written statements until you have been advised by CEA.
5. If you have utilized sick leave as result of injuries sustained from the assault, you may be eligible to receive Assault Leave.
6. Your principal should contact the appropriate personnel and secure written statements from all parties involved. You should request copies.
7. As soon as possible, write a detailed statement of the incident for your personal files.
8. Keep all records of the incident.
9. You should keep CEA and your administrator apprised of all developments.

## CEA Member-Only Workshop

On Thursday, Nov. 7, CEA will be conducting the first Member-Only Workshop of the year at Columbus Downtown HS from 4:30–6:30 p.m. The workshop will begin with a short introduction from OEA President Scott DiMauro.

Representatives from United Health Care (our new insurance carrier) and Express Scripts (our pharmacy benefit manager) will be present. Both companies will provide an overview and an update of insurance benefits. Attendees to the workshop will also be shown how to navigate their website portals and company apps.

Registration tables will open at 3:30 p.m. and light refreshments will be served. Additionally, .2 CEUs are available for attending this member-only workshop. *RSVP* to the CCS PD System if you are planning on attending this workshop.

## PAR Classes in October

The Peer Assistance and Review (PAR) office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. Participants will receive 0.2 CEUs and materials will be provided. Register today on PD Planner for these sessions:

**Lesson Delivery: Add Zip and Zest to your instruction**  
Hudson • Oct. 29 • 4:30 p.m.

**Teaching Strategies and Resources for Technology Teachers**  
Ft. Hayes Construction Arts & Technology Building  
(Room 125A) • Oct. 30 • 3:15 p.m.

Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

## Identify the Veterans Among Us

On November 11, we honor America's veterans for their patriotism and love of country—some of them are your colleagues. Please join us in honoring the men and women among our membership who have served in the U.S. Armed Forces.

When you see them, tell them how much you appreciate their service and the sacrifices they have made. Also, CEA would like to send a special thanks to our veterans in the next issue of *The CEA Voice*. If you are a veteran, or would like to recognize a veteran, send name and military branch to Bob Hern at [bhern@ceaohio.org](mailto:bhern@ceaohio.org) by Tuesday, Nov. 5.

We want to recognize *all* veterans among our CEA ranks.

## United Way Campaigns Completed

Friday, Nov. 1, will mark the end of the 2019 United Way Campaign. We would like to thank the following schools/units that have, as of this printing, turned in their completed United Way Campaign envelopes:

Avondale ES, Binns ES, Centennial HS, Columbus City Prep. for Boys, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Academy, East Columbus ES, Hubbard ES, Huy ES, Independence HS, Marion-Franklin HS, and Winterset ES.

Congratulations to the staff of Avondale ES who won the Early Bird Prize. The winners will receive a celebratory breakfast or lunch provided by CEA President John Coneglio and CCS Supt. Dr. Talisa Dixon. 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.

Congratulations to the staff of Avondale ES who won the Early Bird Prize. The winners will receive a celebratory breakfast or lunch provided by CEA President John Coneglio and CCS Supt. Dr. Talisa Dixon. 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.



## Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2019–2020 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, you must submit the notice of retirement by Friday, Nov. 1, to Human Resources. Go to <http://bit.ly/ccsretire> 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 timestamped copy. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

## Special Note

- ❑ **Catastrophic Leave Donation Request: Stephanie Weems-Wade** has been approved for **Catastrophic Leave** and is in need of donated days. **To donate**, enter your name at the top of the CCS "**Report of Employee Absence**" form. In the "**Comments**" section write the words, "**Catastrophic Sick Leave Donation.**" Be sure that you and your principal or supervisor sign the form. Indicate on the form which individual you would like your donation directed toward.

### 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)