

Union Strong: Say NO to Freedom Foundation When They Knock on Your Door

An anti-union group called the Freedom Foundation recently held a press conference announcing that they will begin knocking on union members' doors in Ohio, encouraging them to quit their unions. The group has opened a Columbus office and has posted job ads for canvassers to conduct these efforts. An online video of their new state director notes, with pride, their prior success defunding and weakening unions.



Prior to popping up in Ohio, the activities of the Freedom Foundation have been concentrated in California and the Pacific northwest. According to watchdog group, Northwest Accountability Project, the Freedom Foundation is an affiliate of the State Policy Network, a national network with ties to groups that attack the LGBTQ community, communities of color, women's rights, and fuel white supremacy in our country.

If a stranger knocks on your door and encourages you to drop your membership in CEA, just say, "NO." Without a strong union, we can't fight for the Schools #ColumbusStudentsDeserve, negotiate strong contracts, represent members, build political power for educators, offer professional development, engage in community involvement, offer social opportunities, or any of the many other things we do. For more information about the Freedom Foundation, visit nwaccountabilityproject.com.

Save the Date for MLK

The 41st Annual CEA Dr. Martin Luther King, Jr. Awards Dinner is set for Thursday, Jan. 16, 2020. Tickets are \$35 per person or \$280 for a table of eight. The MLK Dinner is one of CEA's signature events which honors the memory of Dr. King. During the dinner we present awards to individuals who exemplify the spirit of his work. Nominations for these awards are being accepted until 4:30 p.m., Monday, Nov. 18. The mailing address for the nominations is CEA MIP Committee, 929 E. Broad St., Columbus, Ohio 43205 or fax to (614) 253-0465. Check with your Senior Faculty Representative for a form or you can call CEA to request one. The Dr. Martin Luther King, Jr. Humanitarian Award marks distinguished service in the community in the areas of education, social justice, or human and civil rights. Anyone except current employees of the Columbus City Schools is eligible to receive this award. Nominations may come from students, parents, teachers, community leaders, and community residents. The Helen Jenkins Davis Award is named in honor of the first black teacher hired by the Columbus City Schools. Mrs. Davis, who was hired in 1918, was also the first witness called in the 1976 school desegregation trial in Columbus. The Davis Award is presented annually to a CEA member who has promoted social justice, diversity, and human and civil rights. Get your tickets early. This is a popular event. Call CEA at (614) 253-4731 to reserve yours.



Honor the Veterans Among Us

On November 11, we honor America's veterans for their patriotism and love of country. Please join CEA in honoring our members 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. We want to recognize *all* veterans among our CEA ranks.

- Army:** Russell Bartholomew ★ Christopher Daniel ★
Carletta Griffis ★ Al Hernandez ★ Bob Knecht, Jr. ★
Cheryl Rieser ★ Troy Weis ★ Matt Yuhasz ★
- Navy:** Bob Hern ★ Denise McGougan ★
Katherine Oberlander ★ J. Sanchez ★
Alan Schmiedebusch ★
Mike Vail ★ Adam Viney ★ Rebecca Wiseman ★
- Marine Corps:** Bill Ervin ★ Gina McGowan ★ Denny Mulloy ★
- Air Force:** Gerald Collins ★ James Noice ★
- Air Guard:** Aaron Reid ★

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

Thank You Text Bankers

Your Association would like to thank the following members who spent time volunteering at a CEA-sponsored text bank in October texting other CEA and OEA members about the importance of voting for friends of public education:



- Michelle Coneglio (Clinton ES), Kriston Crombie Stotik (Centennial HS), Joseph Decker (Mifflin MS), Amy Glowark (Scottwood ES), Phil Hayes (CEA Office), Cindy Love (CEA Office), Rebecca McGrath-Hinkle (Columbus Downtown HS), Teri Mullins, (CEA Office) Dorothy Wilson (CEA-r), and Kari Yates (Mifflin HS).

Continued on Page 2

The CEA Master Agreement is set to expire in less than 1,010 days.

Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn't always possible. We will inform you of the grievances CEA is working on for you on a regular basis.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
South HS Edmund Baker	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Edmund Baker, failed to adjust classroom numbers so that the class sizes/student load for teacher(s) at South HS meet contractual requirements..	That the principal immediately adjust numbers to make all classes and student loads for teacher(s) in the building compliant with the numbers required in the contract; and that no reprisals be taken against any member of the bargaining unit because of the filing of this grievance and that NO reprisals be taken against the grievant because of filing of this grievance.	Step II Hearing Response pending.

Continued from Page 1

Bed Bugs: Remain Vigilant

Bed bugs are small, reddish-brown, oval-shaped, flat insects that are about 1/4-inch long. They feed on humans at night, then crawl away to hide in the cracks, crevices, and recesses of furniture. Bed bugs do not transmit disease. **STUDENTS ARE NOT TO BE EXCLUDED FROM SCHOOL FOR BED BUGS.**

Bites are usually along a line, especially on the head and upper body. There is usually a pattern to the bites. Bed bugs are spread through the acquisition of infested second-hand furniture or by "hitchhiking" on items used during travel such as suitcases, outerwear, and other belongings. Once established, bugs can move through a building by crawling or transporting on humans.

Follow these procedures if you suspect you have found a bed bug in your building:

- Save the bug in a Ziplock bag or a bottle.
- Call Buildings & Grounds at (614) 365-5268. They will have specialists from a professional pest control company come to the school to identify the bug.
- Isolate the source where the bed bug was found, such as a book bag or on clothing, and place it in a plastic bag. Clothes and outerwear may be a source.

If the professional pest control company identifies the bug as a bed bug, the school Administration should send a form letter home with the child involved notifying the parents or guardians.

Bed bugs do not necessarily mean poor hygiene or housekeeping, but a cluttered home could make it much harder to get rid of bed bugs. Find additional information regarding bed bugs and their treatment at the Central Ohio Bed Bug Task Force at www.centralohiobedbugs.org and at the Columbus Public Health Department at <http://bit.ly/vB8vbK>.

United Way

The district's United Way campaign ended Friday, Nov. 1. Your Association would like to congratulate the following individuals who gave generously and were the United Way Prize Winners for 2019.

\$500-Leadership Grand Prize (2) \$150 Target Gift Card

Jeff Corbin, CEA-R
Rochelle Wilkerson, ECE, Administration

\$60+ Level Payroll Deduction Prize (1) \$100 Target Gift Card

Charles Steinbower, Centennial HS, Classified

\$250 Level Prizes (4) \$50 Amazon.com Gift Card

Ebone Johnson, West Mound ES, Administration
Tara Ottey, Columbus Global Academy, Administration
Jean Reph, Wedgewood MS, Teacher
Dara VanEngelenhoven, Ridgeview MS, Teacher

\$125 Level Prizes (8) \$30 Target Gift Card

Julie Diehl, Wedgewood MS, Teacher
Steven Engel, Kingswood Data Center, Classified
Rebekah Krauss, Centennial HS, Teacher
Stephanie Mills, Maize ES, Teacher
Michael Moore, Marion-Franklin HS, Teacher
Patricia Ranalli, Berwick K-8, Teacher
Judy Valentine, CEA-r
Jeanne Yungfleish, Binns ES, Teacher

\$60 Level Prizes (5) \$10 Gas Cards

Melissa Angione, West Broad ES, Teacher
Bonnie Estefan, Cranbrook ES, Classified
Maria-Francesca Fleming, Marion-Franklin HS, Teacher
Rebecca McGrath-Hinkle, Columbus Downtown HS, Teacher
Michelle VanDyke, Kingswood Data Center, Administration

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*:

17th Ave., Alpine ES, Hudson Comm. Ed. Center, Central Enrollment, Clinton ES, Colerain ES, Cranbrook ES, East HS, Eastmoor Academy HS, Fairwood ES, Georgian Heights ES, Highland ES, Johnson Park MS, Liberty ES, Lindbergh ES, Linden McKinley STEM Academy 7-12, Linden Park ECE, Livingston ES, Maize ES, Marion-Franklin HS, Medina MS, Moler ES, Northgate Intermediate ES, Oakmont ES, Ohio Ave., South HS, Starling PreK-8, Sullivant ES, West Mound, Westbroad ES, Westgate ES, and Yorktown MS.

PAR Classes in November

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:

Culturally Responsive Teaching (Session 2)

Africentric • Nov. 12 • 4:30 p.m.

Intro to Smartboard Technology

Hudson (Computer Lab 2) • Nov. 19 • 4:30 p.m.

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



Spring Fee Waivers Coming

The Spring 2020 Fee Waiver online application close at 11:59 p.m. on Monday, Nov. 18. If you have **Priority 1** or **Priority 2** status, be sure to upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your Priority status will change without the proper documentation. Instructions on how to complete the online application can be found at <http://bit.ly/2jhWSjd>. Please call Sarah Lowery at (614) 365-5039 or email her at: feewaivers@columbus.k12.oh.us if you have any questions. **CCS recently received several fee waivers from Otterbein University that have been added to the available applications for Spring 2020!**

Special Notes

- ❑ **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 the individual to whom you would like your donation directed.
- ❑ **Discipline Plan Update – The following buildings recently submitted discipline plans:** Avondale ES, Cedarwood ES, East HS, Ft. Hayes Arts & Academic HS, Indian Springs ES, Lincoln Park K-6, and Ridgeview MS.