

## Your Dues Dollars at Work

Our members work hard, and your Association is proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each recipient with a \$1,250 scholarship, funded by a \$10 dues assessment from each member, invested and paid through The Columbus Foundation. This year we have 47 recipients. Since 1995, this fund has awarded \$958,750 in scholarships. The students listed below will receive CEA Members Scholarships for the 2019–2020 school year:



| Member            | CEA Unit              | Student              | College                          | Member               | CEA Unit                  | Student             | College                          |
|-------------------|-----------------------|----------------------|----------------------------------|----------------------|---------------------------|---------------------|----------------------------------|
| Abdillahi Abokor  | Independence HS       | Asli Abokor          | The Ohio State University        | Lora Fritsche        | Gables ES                 | Joseph Kontul       | University of Toledo             |
| Pamela Anthony    | Southland Ed. Ctr.    | Jasmine Anthony      | The Ohio State University        | Jennifer Longo       | Mifflin MS                | Reagan Longo        | Otterbein University             |
| Charles Barnett   | Briggs HS             | Rylee Barnett        | Bowling Green University         | Pascale Scoycz       | Retired                   | Chloe Magyari       | Washington & Jefferson College   |
| Amber Bernal      | Southland Ed. Ctr.    | Iric Bernal          | The Ohio State University        | Elizabeth Marsh      | Eakin ES                  | Jason Marsh         | The Ohio State University        |
| Gary Blosser      | Hilltonia MS          | Autumn Blosser       | The Ohio State University        | Robert Maye          | Southwood ES              | Carly May           | University of Akron              |
| Cynthia Bradley   | Easthaven ES          | Andre Bradley        | Otterbein University             | Carol Ann Prokopchak | Columbus Spanish Imm. K-6 | Ana Gabriela Mira   | Centre College                   |
| Sibyl Barber      | Sherwood MS           | Marc Bradley         | Ohio University                  | Anita Mollica        | Avalon ES                 | Christopher Mollica | The Ohio State University        |
| Marcia Brumfield  | Whetstone HS          | Molly Brumfield      | Post University                  |                      |                           | Nicholas Mollica    | The Ohio State University        |
| Anna Costello     | South HS              | Mary Costello        | The Ohio State University        | Ronald Morefield     | Fort Hayes CC             | Kaitlynn Morefield  | The Ohio State University        |
| Joan Cree         | Salem ES              | Callum Cree          | The Ohio State University        | Heather Mullenax     | Olde Orchard ES           | Connor Mullenax     | Miami University                 |
| Sherry Daniel     | Columbus Gifted Acad. | Kevin Daniel-Hamberg | University of Cincinnati         | Micheolle Smith      | Indian Springs ES         | Joseph Peacock      | University of Cincinnati         |
| Kenya Davis       | Duxberry Park ES      | Timothy Davis        | University of Cincinnati         | Scott Hartman        | Leawood ES                | Ebbigayle Plantz    | Columbus College of Art & Design |
| Antoinette Dawson | Fairwood K-6          | Christiana Dawson    | Akron University                 | Aaron Reid           | Medina MS                 | Marcella Reid       | Kent State University            |
| Danielle Deshuk   | Eakin ES              | Danielle Deshuk      | Capital University               | Richard Roth         | Wedgewood MS              | Paul Roth           | Ohio University                  |
| Dawn Barnes       | Indianola K-8         | Meghan DeVol         | The Ohio State University        | Shelley Scherer      | Maize ES                  | Thomas Scherer      | University of Dayton             |
| Mary Dye          | West Mound ES         | Rebecca Dye          | The Ohio State University        | Robert Sidders       | Olde Orchard ES           | Monica Sidders      | The Ohio State University        |
| Stephen Emmons    | Mifflin HS            | Katherine Emmons     | The Ohio State University        | Seneca Bing          | Office of Engagement      | Tiarah Terrell      | Ohio Christian University        |
| Patrick Fath      | Indian Springs ES     | Michaela Fath        | Ohio University                  | Chiquita Toure       | Eastmoor Acad. HS         | Attiyya Toure       | The Ohio State University        |
| Amy Thomas        | Colerain ES           | Abigail Gosdanian    | Kent State University            | Susan Marcus         | Georgian Heights ES       | Joseph Towne        | Miami University                 |
| Seka Ward         | Leawood ES            | Asha Harris          | University of Cincinnati         | Sherrri Walden       | Forest Park ES            | Ashley Walden       | Youngstown State University      |
| Linda Harris      | Oakmont ES            | Elijah Harris        | Otterbein University             | Marilyn Wilcox       | Huy ES/AG Bell Program    | Evan Wilcox         | Indiana Wesleyan University      |
| Rebecca Kauffeld  | Health Services       | Mason Kauffeld       | University of Charleston         | Sandra Winchester    | Huy ES/AG Bell Program    | Hope Winchester     | Central State University         |
| Angela Tyson      | Cassady ES            | Erin Kemp            | Penn State University            | John Young           | Columbus Scioto 6-12      | Raven Young         | The Ohio State University        |
| Rochelle Kirby    | Beechcroft HS         | Andrea Kirby         | Columbus College of Art & Design |                      |                           |                     |                                  |

## Proud Union Household Window Clings Arrive This Week

As CEA continues to prepare members for possible door-to-door canvassing by the anti-union Freedom Foundation, we are providing Proud Union Household window clings to each member to take home and display. If your Senior Faculty Representative attended last weeks' district meeting, they received the clings there. If not, they were mailed to your building. Make any anti-union canvassers aware before they knock that you know the value and dignity of belonging to a strong, active union by displaying your window cling at home.



Remember, if a stranger knocks on your door and encourages you to drop your CEA membership, 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](http://nwaccountabilityproject.com).

## Updated Code of Professional Conduct – What You Need To Know

Earlier in November, the Ohio Department of Education (ODE) published the final version of the updated Licensure Code of Professional Conduct for Ohio Educators, which was officially adopted in September. The updates include modifications to all eight previous principles of the Code, as well as the addition of a ninth principle; "Appropriate and Responsible Use of Technology".

While it is worth reading all of the updated provisions, the

new technology principle is particularly troubling because it holds educators responsible for any misuse of electronic devices at any time by students under their supervision—including students accessing improper or inappropriate material or confidential data. In the past, ODE has viewed violation of the district's Acceptable Use Policy as evidence of misconduct, so with the addition of this new section of the Code it is more important than ever to review this policy. The CCS Acceptable Use Policy can be found on the district website at <http://bit.ly/35f59u1>.

Remember that the Code of Professional Conduct applies not just to CEA members, but to all individuals credentialed by ODE; including coaches, substitutes, aides, and administrators. If you receive notice that ODE has opened an investigation, or you just have additional questions about the Code, please contact the CEA office at (614) 253-4731. You can find the full new ODE Code of Conduct at <http://bit.ly/2KAF68R>.

## 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 ar-

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The CEA Master Agreement is set to expire in less than 996 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<br>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 Grievance denied. Board of Governors voted to send to Arbitration. |

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rangements 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.

## Otterbein Scholarship for Children of CCS Benefits-Eligible Employees

The Otterbein Scholarship for children of Columbus City School 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. The current value of the award is \$19,000. Conditions of the award include:

- Student must meet Otterbein admissibility criteria.
- Renewable for a total of 8 semesters of undergraduate enrollment, or first undergraduate degree, whichever is achieved first.
- Replaces all other merit aid (need-based aid may still be available to eligible students).
- Students must enroll full-time each semester (12 hour minimum).
- Students enrolling for more than 18 hours per semester must pay for additional credits.
- Student must maintain a 2.75 GPA and make Satisfactory Academic Progress each term.
- Student's parent or legal guardian must be an employee of the district at the time of admission and must remain employed with the district during each academic year for the student to remain eligible.

For more information, go to <http://bit.ly/2O5hnzX>.

## When Bad Weather Arrives

Please note the following: When the Columbus City School District determines it is necessary to close schools, the CEA office will operate on a two-hour delay. The office will open at 10:30 a.m. and close at 4:30 p.m. If the Columbus City School District closes schools early, the CEA office will close at 3:30 p.m. If Franklin County is on a level-two emergency, the CEA office will be closed.

## Paid Holidays: A Caveat

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including Thanksgiving and the day after. However, pay for holidays is not a given. Members who are not in a "paid" status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.

## 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/dsgfirstyear19> to download an application. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at [jvalentine59@aol.com](mailto:jvalentine59@aol.com) or sent via USPS to

69 Iron Ore Court, Columbus, OH 43213. Completed applications must be received by Dec. 15, 2019. Grant recipients will be notified by Jan. 15, 2020.

## Job Share is Coming for 2020–2021

Job sharing provides a way for a teacher, nurse, librarian, school guidance counselor, school psychologist, occupational therapist, speech pathologist, physical therapist, social worker, or other position title which holds a one year limited or continuing contract and is a member of the CEA Bargaining Unit who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can be approved.

If you would like to job share with another bargaining-unit member for the up-coming school year, each partner must complete his or her own Job-Share Packet. The Job-Share forms will be posted on the CCS Intranet, Tuesday, Nov. 26, 2019. Now is the time to plan. Once the job-share packets are posted, the documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-share request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals, or supervisors and HR). More information will be available on Nov. 26, 2019.

## Upcoming PAR Classes

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 • Tuesday, Dec. 3 • 4:30 p.m.
  - **Teens and Technology**  
17th Ave. Service Center • Wednesday, Dec. 4 • 4 p.m.
  - **Keep Calm and De-Escalate On!**  
17th Ave. Service Center • Thursday, Dec. 5 • 4:15 p.m.
  - **Re-set, Refine and Refresh Your Classroom Environment**  
Hudson Computer Lab 1 • Tuesday, Dec. 10 • 4:30 p.m.
- Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

## 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.
- ❑ The Capital District will be hosting their **Fifth Annual Retirement Seminar** for members who are nearing retirement on **Tuesday, Dec. 3**, at 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](mailto: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 Monday, Nov. 25.** Please note: Individual conferences with STRS representatives will not be conducted during this seminar.