

Build Educator Power by Running for Central Committee

In Franklin County, both the Democratic and Republican parties have Central Committees that make important political decisions, including party endorsements of candidates and issues. Central Committee members from both parties represent small neighborhood wards and are elected during spring primary elections.

Many Franklin County residents are unaware of the existence of the Central Committees, let alone the important decisions they make. CEA wants to make sure that educator voices are in the room when these important decisions are being made by both parties so that education and labor issues are central in each parties' conversations. We are encouraging our members to build educator power by running for your county's Central Committee.

There are no Republican Central Committee elections this spring, but March 2020 will see a new round of Franklin County Democratic Party Central Committee members elected to four-year terms. What does it mean to run for central committee? **We will present a general overview on Monday, Nov. 25, from 4:30 to 6 p.m. at the CEA office.** Food will be provided. Attending the presentation does not mean you're committed to running, but whatever your political affiliation, if you've ever thought about representing your neighborhood and making a difference, this is an excellent opportunity to get involved. *RSVP* to Michelle Crouse (crousem@ohea.org) by Thursday, Nov. 21.

It's your right to call CEA before you respond

More than thirty years ago, the U.S. Supreme Court protected unionized workers' rights to due process during questioning by a supervisor.

This case, *NLRB v. J. Weingarten*, defines what's known as your Weingarten rights. If you are asked to attend a

meeting with your principal or supervisor for an unspecified reason, you should exercise these rights.

First, ask the principal or supervisor to clarify the reason for the meeting. You cannot refuse to attend a meeting called by your principal—to do so would be insubordination. However, you should be informed about the purpose of the meeting. If the meeting becomes disciplinary in nature, you are entitled to CEA representation. (Your principal might not tell you this). The choice of representative is up to you, this is your right as a bargaining unit member. Your administrator should never arrange for representation on your behalf.

Once you request representation, the administrator



must arrange the meeting at a time when your representative can attend. Section 404.01 of the *Master Agreement* provides members with a maximum of five school days to reschedule the meeting to accommodate the representative. CEA suggests representation any time the purpose of the meeting is one of the following:

- Any type of disciplinary action
- Investigative meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning requests for, or uses of, leave
- Allegations of abuse

If you have any doubts about your situation or don't understand what is happening, call CEA at (614) 253-4731 immediately.

You Are Not Alone: EAP is Here

From time to time we all feel stressed out. We have a tough job and personal problems on top of everyday challenges can make even the stron-



gest among us feel alone sometimes. Luckily, one of your negotiated benefits is the Employee Assistance Program, also known as EAP. It is a way for you to obtain help, at no cost to you, for confidential and private counseling services. The program is run by ComPsych, which provides supportive resources via phone and website.

You can get a referral for matters related to work, family, health, and other areas of your life when you call **800-774-6420**. Referrals include free, short-term counseling for stress, depression, grief, substance abuse, family and caregiving consultation, legal and financial issues, household matters, and personal and family safety. It is a good idea to consider counseling if you:

- Feel overly preoccupied with a problem
- Fail repeatedly to solve a problem by yourself
- Find yourself denying that a problem exists or hoping it will go away
- Feel that you don't have the resources to resolve an issue
- Feel unhappy most of the time
- Experience problems with family or friends

ComPsych's website, www.guidanceresources.com, features articles, assessments, webinars, financial calculators, searchable databases, skill builders, and more. When you go to the website, use "CCS" as the company ID to register.

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

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The CEA Master Agreement is set to expire in less than 1,003 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 Grievance denied. Arbitration vote by Board of Governors pending.

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should go to <http://bit.ly/dsgfirstyear19> 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 Court, Columbus, OH 43213. Completed grant applications must be received by Dec. 15, 2019. Grant recipients will be notified by Jan. 15, 2020.

Introducing CEA's Fifth TLI Cohort

The Teacher Leadership Initiative (TLI) trainees learn in an interactive format with other expert teachers through in-person meetings and a virtual, collaborative platform. The model brings together three pathways that define ways in which teachers can blaze new paths in education: instructional leadership, policy leadership, and association leadership. Additionally, this project fosters leadership in public policy by ensuring that teacher leaders learn and apply the key policy levers that influence educational equity and teaching excellence. Through the TLI, teacher leaders develop capstone projects that require them to study and engage in a policy issue related to equity at the district or state level. We would like to recognize the following CEA members who will be part of the 2019–2020 TLI cohort:

Stephan Baker (South HS 7–12), Jennifer Bradley (Columbus City Prep. School for Boys), Letisha Brown (East Linden ES), Atanya Brown (Devonshire ES), Joseph Decker (Mifflin MS), Jaime Elledge (Northland HS), Amber Gilbert (Alpine ES), Amber Hall (North Linden ES), Brian Hamilton (Centennial HS), Kamilah Hawthorne (East Columbus ES), Lisa Hoenshell (Mifflin HS), Rashaun James (Mifflin MS), Jennifer La Place (Centennial HS), Sharon Legg (Marion-Franklin HS), Wanda Mays (Berwick K–8), Kia Merrifield (Arts Impact MS), Jody Minter (Forest Park ES), Katherine Mrva (Wedgewood MS), Teri Mullins (CEA Office), Rebecca Nugen (Mifflin HS), Candace Osborne-Edgerton (Oakmont ES), Andrew Pratt (Dominion MS), Amanda Rizer (West HS), Yvonne Roberson (Mifflin MS), Lisa Straughter (Avalon ES), Stephanie Taylor (Medina MS), Merele Wilder (Cedarwood ES), Laura Wise (Siebert ES), Ardelia Young (East HS), and Jennifer Zutterling (Centennial HS).

Capital District Retirement Seminar

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 or call the CEA Office at (614) 253-4731 with your name and work location no later than 4:30 p.m. on Wednesday, Nov. 20. Please note: Individual conferences with STRS representatives will not be conducted during this seminar.

More Veterans Recognized

On November 11, we honored 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. These following CEA members were recently identified:

Army: Eunice Inez Hale ★ Tonia Pace ★ Kim Roth ★

Air Force: Laura Bain ★

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:

- **Intro to Smartboard Technology**
Hudson (Computer Lab 2) • Nov. 19 • 4:30 p.m.
- **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.

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 closes today, Monday, Nov. 18, at 11:59 p.m. 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; your priority status will change without it. Instructions on how to complete the online application can be found at <http://bit.ly/2jhWSjd>. Call Sarah Lowery at (614) 365-5039 or email her at feewaivers@columbus.k12.oh.us if you have any questions.

Correction: Your Association would like to thank **CJ Jamison (Leewood ES)** who volunteered at the CEA-sponsored text bank in October texting other CEA and OEA members about the importance of voting for friends of public education. CEA accidentally omitted her name from the article in the Nov. 11 *Voice*. We apologize for this oversight.

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 **Joint Professional Leave Committee** reports that bargaining unit members' outstanding professional leave requests exceed the amount of money remaining in the fund. **No further applications will be accepted for this school year.** Your Association will provide information on dates and deadlines for the Professional Leave fund for the 2020–2021 school year later this spring.