

# The CEA Voice

[www.ceaohio.org](http://www.ceaohio.org)

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Columbus Education Association

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## Leading the way in bargaining

One of CEA's most important groups is getting ready to start its work. The CEA Collective Bargaining Team has been selected and will begin working on details for a new Association contract. Great effort goes into the extended commitment that these volunteer members undertake.

Bargaining requires the ability to listen carefully, to be patient and diligent and the willingness to stand for issues that will benefit the Association. We are solidly behind you. Our vote of confidence goes out to this year's bargaining team.

You are part of a long and proud history. In 1968, your Association entered into its first such process with the Columbus Board of Education. The Akron Education Association beat us by a few months. It was a significant breakthrough for both organizations. Bargaining agreements were not legal in Ohio at that time, and they would not become part of state law until nearly a decade later. Yet, your Association still accomplished what was viewed as impossible.

The first printed contract book contained 40 pages. It seems tiny to us today, but it loomed large; and the signatures from both sides affirmed its validity. From that point on, the authority of the agreement was never challenged.

We look back with pride to those first steps. We should not forget those members who struggled to obtain that first bargained document. And the progress to date is evident. The current contract book contains 258 pages. It is a complex document with an elaborate index. Still, the signatures of both sides proudly affirm the agreement and a common oath to uphold and follow it.

Bargaining in Columbus has a proud history and a notable tradition. It is up to all of us to enforce the contract. More than forty years of sacrifice have brought us to this point. It is every member's responsibility to see that this new round moves us forward in a positive direction.

We congratulate and thank everyone who has volunteered to serve.

Karen Andermills	Cheryl Gulling	Teri Mullins
Christine Ault	Mary Hatem	Alice Munterlyn
Donna Baker	Phil Hayes	Ezetta Murray
Joan Cutwright Baker	Al Hernandez	Diane Norman
Mary Barber	Deborah Huffman-Mirib	Brad Oglesby
Michael Barnes	CJ Jamison	Sally Oldham
Mikasa Barton	Robin M. Jeffries	Jenny Plemel
Jimmie Beall	Brian Johnson	Jeffrey Poulton
Scott Buckley	Jeannette Johnson	Mary Jane Quick
Daniel Burke	Rhonda Johnson	Dale Rucker
Bob Chestnut	Tracey Johnson	J. Sanchez
Cheryl Cooper	Renée Kelley	Jennifer Jackson Sangaré
Kriston Crombie	Mary Kennett	Mary Ann Shrum
Gerry Curran	Daniel Lee	Denise Sizemore
Margaret Davis	Rick Logan	Bashiel Smith
Claudia Eschelbach	Robin Lucas	Deborah Starr
Jan Fleming	Jennifer Martin	Beth Stevenson
Anne Gibson	Beth Masters	Amy Tichy
Charlene Gomer	Deborah McCoy	Diana Turner
Greg Goodlander	Andy Merritt	Carol Wagner
Susan Guisinger	Vern Miller	Chris Weatherholtz

## Best to keep your face away from Facebook

It's fun to join a community Web site. It's interesting to follow along with the latest trends. *Facebook*, *MySpace* and other sites can be a great place to share information, and certainly are cheaper than developing your own site. But we offer some caution.



When you create an account, you leave yourself vulnerable. Students and others can create "imposter pages" that look like yours and use them to damage your reputation.

*MySpace* and similar pages can be used as evidence in professional conduct investigations.

Students can contact you on these sites, and any communication that is established can seem improper to outsiders.



CEA strongly urges you to stay away from *MySpace*, *Facebook* and other community sites. If you have a profile, it is a good idea to remove it. If you have questions, please call CEA at 253-4731.

## United Way changes lives

*"When Clay Blackburn was 7 years old, he got lucky. The kind of luck that kept him off the streets and out of trouble after school; the kind that built his confidence, his character and his future."*

United Way tells Clay's story in its Web site. Thanks to donors like those from Columbus City



Schools, an after-school program at Gladden Community House was able to offer him a safe place to hang out. There he met many other children who faced the same challenges. He got hot meals, help with his homework and a safe place to play sports and socialize. Now Clay is 16. He still goes to Gladden House. But this time, he's a role model for kids who will count themselves as lucky, also.

Sha'Harra Johnson feels lucky, too. She once found herself making some tough choices. United Way relates that Sha'Harra moved into a low-income neighborhood so she could afford to go to school full time. But the neighborhood was troubled by violence, and Sha'Harra was worried.

*"Fortunately, shortly after she moved in, Community Properties of Ohio Management Services (CPO) took over the property and things began to improve. The maintenance was better. Security and safety improved. And with assistance from United Way, CPO helped residents take advantage of social services to improve their lives and neighborhood. Today, Sha'Harra works full time for CPO, helping others become as self-sufficient as she is."*

This is the sort of change you make possible when you give to United Way. If you haven't yet filled out your envelope, please consider getting out your pen and giving. Many of central Ohio's neediest people will thank you!

## CEA says thank you

You have opened your heart and joined in a community effort to help those who need housing, safe after-school programs and other services to improve the quality of their lives.

You gave to United Way of Central Ohio. We say thank you for participating in the Columbus City Schools campaign.

Thank you to: A.G. Bell, Alpine ES, Beery MS, Broadleigh ES, Brookhaven HS, Cassidy ES, CEA Office, Clearbrook MS, Clinton ES, Clinton MS, Cranbrook ES, Deshler ES, Devonshire ES, Douglas ES, Eastmoor Academy, Eastmoor MS, Fair ES, Georgian Heights ES, Highland ES, Huy@Gladstone ES, Indianola K-7@Everett, Innis ES, Juvenile Detention Center, Hubbard ES, Livingston @ Beck ES, Maize Road ES, Mifflin HS, Mifflin MS, Neil Avenue Center, Northeast CC, Northland HS, Northtowne ES, Northwest CC, Oakland Park ES @ Brentnell, Oakmont ES @ Old Shady Lane, PAR/17th Avenue, Parsons ES, Psychologists, Ridgeview MS, Shady Lane ES, Shepard Service Center, Southmoor MS, SuccessWorks Academy, Sullivant ES, Watkins ES, Westmoor MS, Windsor ES, Woodcrest ES, Woodward Park MS and Yorktown MS.

## Sick leave bank deadline extended

Want to help colleagues experiencing devastating illnesses or recovering from injuries? You can donate some of your sick leave. A needy employee may receive as many as 45 donated days. Donate two days, and you are eligible to borrow 10 days if you run out.

But this process has a timeline. The deadline for donating days to the bank has been extended to Dec. 20. To keep the bank functional, we must have at least 10 percent membership participation. If not, the program will be canceled.

Many of our colleagues need this help. And you never know what can happen. So donate today. The donation form is available on Columbus City Schools' HR and the CEA Web sites along with a detailed description of the plan.

## Who can attend a grievance hearing?

Occasions arise when teachers feel they have been treated unfairly, and these matters cannot always be settled individually. Article 110 of the *CEA Master Agreement* describes the negotiated grievance procedure for filing and dealing with complaints. These procedures are in place to create an orderly process and to clearly define boundaries, so that all parties may be comfortable about participating openly.

The major tenets are:

- Grievances must be filed within 10 days of the incident, using a specified form.
- The administrator should discuss the grievance within four days of filing.
- If it can't be resolved, the grievance is to be forwarded to the superintendent, and a hearing is to be held within 10 days.
- Hearings are to be held outside of teaching hours.
- The grievant has the right to representation by the Association.

CEA wants to stress this last stipulation. According to

the contract, "A teacher shall not be represented or accompanied by a representative of any other employee organization at any grievance or arbitration hearing."

The only parties at the hearing are to be appropriate administrators directly involved in the matter, the teacher and the CEA representative. No other educators or staff members are to be involved in a teacher's hearing.

In the matter of a grievance filed on behalf of the bargaining unit members in a building/unit, only the members who are parties to the grievance have the right to attend the hearing.

If you have questions regarding this section of the *Master Agreement*, please call CEA.

## Obtaining legal services for job related issues

One of the Association's primary duties is to ensure that members receive legal assistance with job-related matters that may arise. OEA has in place a system for referring members to attorneys.

There are specific procedures in place for seeking this assistance:

1. Contact CEA, and one of our staff consultants will direct you through the application process.
2. Fill out a legal services application.
3. When your application is approved, a letter will be sent to you with attorney contact information.
4. If you feel you cannot wait, please let us know. We will assess your situation and provide assistance.

*Please do not contact the OEA Legal Services Department or call an attorney before you have completed these steps.* For questions, please call CEA.

## Special notes

- ❑ The **29th Annual Martin Luther King, Jr. Awards Dinner** will take place **Wednesday, Jan. 16, 2008**, at the **Hyatt Regency Columbus**. The nomination process for the awards will be announced shortly.
- ❑ CEA became aware last week that teachers who had sent in their dependent information for the audit in July were being asked to provide the same information again if they were **changing medical plans** (EPO to PPO, e.g.). This is not necessary. **Only if you are adding or deleting dependents** (spouse, children, divorce, e.g.) **do you have to verify** dependent eligibility with the CCS Insurance Department.
- ❑ There is still time—**Pay less taxes with Flexible Spending Accounts** (FSAs). Enroll in the Cafeteria 125 plan offered through the Lang Agency & Performance Benefit Solutions. Call 866-242-9808 to find out how you can have inexpensive life and disability insurance. You **will not** be turned down for any health issues.
- ❑ **Got manners, LLC is seeking classroom opportunities to pilot social behavior flashcards** as either group or independent lesson plans for children **aged 4–11**. The company was founded to **teach children the universal value that proper etiquette holds in society**, and the impact it fosters in lifetime successes. Contact **Cathy Omodio by calling (614) 746-0101** or at [gotmanners@columbus.rr.com](mailto:gotmanners@columbus.rr.com) for a free packet of cards and a survey.
- ❑ **Blue Jacket Tickets are available** from the CEA office for the following dates: **Dec. 5**, Colorado (4); and **Dec 10**, Anaheim (4). Call the CEA office at 253-4731 to purchase tickets.

## Job Sharing Requests

CEA is compiling a list of teachers interested in job sharing next school year. If you are looking for a job sharing partner, fill out the form below and return it to the CEA office. A list will be printed and mailed to each person who submits the form to assist him/her in finding a partner for job sharing. Even if you submitted your name last year, please fill out a new form this year. Please return this form to Carol Wagner at CEA by Monday, Dec. 10, 2007.

Name: \_\_\_\_\_

School: \_\_\_\_\_ Phone: \_\_\_\_\_

Present Assignment: \_\_\_\_\_

Home Phone: (\_\_\_\_) \_\_\_\_\_

Certification Area(s): \_\_\_\_\_

Mobile Phone: (\_\_\_\_) \_\_\_\_\_

Teaching Preference for Next Year: \_\_\_\_\_

Email Address: \_\_\_\_\_