

# The CEA Voice

Rhonda Johnson, President

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

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## CEA awards college scholarships

CEA is proud to assist many of our hard-working members whose children are attending institutions of higher education. The CEA Members Scholarship Foundation, now 13 years old, will provide \$750 in tuition assistance for each senior attending a university or other post-secondary institution. As of this year, we have awarded 592 members' children more than \$316,750 in scholarships. Here are the latest recipients:

Member	Member Building	Student	College	Member	Member Building	Student	College
Maria Agrelogonzalez	Ft. Hayes HS	Isabel Gonzalez	The Ohio State University	Elizabeth Kennedy	Neil Ave. Ctr.	Jonathan Kennedy	University of Notre Dame
Amanda Ameter	Johnson Park MS	Alexander Ameter	The Ohio State University	Thomas Kirker	Berwick ES	Kyle Kirker	The Ohio State University
Thomas Antes	Fairwood ES	Rachel Antes	The Ohio State University	Deborah Leopold	Olde Orchard ES	Alyssa Leopold	Malone College
Laura Aring	Nurses	Nathan Aring	University of Toledo	Richard Lewis	Neil Ave. Ctr.	Courtney Lewis	Miami University
Vicki Ayotte	Oakmont ES	Carly Ciancetta	Otterbein College	Sherri Lewis	Ohio Ave. ES	James Lewis	The Ohio State University
Jennifer Blair	Nurses	Kaitlin Crankshaw	Ohio University	Kathryn Lown	Como ES	Patrick Lown	The Ohio State University
Linda Bostic	NECC	Joshua Bostic	The University of Findlay	Deborah Maldonado	Champion MS	Cara Maldonado	Miami University
Janice Bowman	A.G. Bell ES	Kyle Bowman	Miami University	Darlene Manley	Woodcrest ES	Michael Manley	The Ohio State University
Mary Bushek	A.G. Bell ES	Emily Bushek	The Ohio State University	Constance Masters	Neil Ave. Ctr.	Nicholas Masters	Xavier University
Thomas Busher	SECC	Timothy Busher	The Ohio State University	Marilyn Miller	A.G. Bell ES	Emma Miller	Bowling Green State University
Rebecca Butler	North Linden ES	Ryan Butler	The Ohio State University	Leslie Moore	Eakin ES	Christopher Moore	Ohio Dominican University
Randi Carnahan	Alpine ES	Brian Carnahan	The Ohio State University	Cherryl Nappier	Arlington Park ES	Marc Nappier	University of Dayton
Beverly Carter	Nurses	Lauren Carter	The Ohio State University	Tamara Nathan	Huy ES @ Gladstone	Olivia Nathan	Spelman College
Denise Case	Gifted & Talented	Jaclyn Case	The Ohio State University	Bernadine Neal	NECC	James Neal	Franklin University
Peg Cleary	SECC	Danielle Newell	Mt. Carmel College of Nursing	Edith Ochab	Neil Ave. Ctr.	Greg Ochab	University of Dayton
Marilyn Clowson	Leaward ES @Koebel	Melissa Clowson	The Ohio State University	April Pendery	Alpine ES	Katherine Pendery	University of Richmond
Joy Cornett	Beery MS	Torry Cornett	University of Cincinnati	Anthony Phillips	Windsor ES	Jacob Levy	Capital University
Steven Decatur	Northland HS	Heather Decatur	Wittenberg University	Emilie Pitzten	Indianola ES	Carrie Fortney	Kent State University
Barbara DePalma	CEA-R	Rebecca DePalma	The Ohio State University	Joanna Porreca	Elem. Music	Laura Porreca	Bowling Green State University
Richard Diedalis	Woodward Park MS	Richard Diedalis	Miami University	Joan Powers	Elem. PE	Sarah Powers	Allegheny College
Sandra Dinan	Gifted & Talented	Laura Dinan	University of Dayton	Fred Purdy	Wedgewood MS	Pamela Purdy	Miami University
James Duzan	Whetstone HS	Zachary Duzan	Bowling Green State University	Mary Jo Reinhard	NECC	Dana Paugh	Miami University
Claudia Eschelbach	Marion-Franklin HS	Evan Eschelbach	Ohio University	Marcella Rinehart	Heyl ES	Charles Rinehart	University of Cincinnati
Debora Fowler	Arlington Park ES	Nicholas Fowler	Ohio University	Marylee Rippl	Nurses	Matthew Rippl	Wright State University
Diane Fowler	Neil Ave. Ctr.	Erik Fowler	The Ohio State University	Mary Shenk	Broadleigh ES	Kristina Shenk	Clemson University
Leanna Goss	CEA-R	Abbey Parson	The Ohio State University	Robin Sheppa	Avondale ES	Jeanette Sheppa	The Ohio State University
Rita Graham	Ft. Hayes HS	Maggie Graham	Miami University	Phyllis Sherman	NECC	Brittany Shterman	The Ohio State University
Christine Grant	Forest Park ES	Jennifer Grant	Cedarville University	Susan Smith	NECC	Kelly Smith	Missouri State University
Lynn Gray	Tutors	Tyler Gray	Ohio University	William Spencer	South HS	Christina Spencer	The Ohio State University
April Hall	Dominion MS	Alexander Hall	The Ohio State University	Laura Stampfle	Nurses	Danielle Stampfle	University of Cincinnati
Donna Halterman	W. Mound ES	Eric Willis	The Ohio State University	Vicki Steger	Woodward Park MS	Andrew Steger	Indiana University
Karen Harris	Independence HS	Holly Harris	Miami University	Dianne Strickel	Reeb ES	Allison Strickel	Franklin University
Lynne Herman	Innis ES	Steven Herman	The Ohio State University	Martha Swift	Dominion MS	Michelle Swift	Ohio University
Lisa Hobson	Devonshire ES	Max Hobson	The Ohio State University	Dorla Tobey	Woodward Park MS	Kelly Tobey	Ohio University
Mary Holcomb	Neil Ave. Ctr.	John Holcomb	The Ohio State University	Paula Vanfossenbrown	Neil Ave. Ctr.	Jacob Brown	The Ohio State University
William Irvin	JDC	Natalie West	Capital University	Anne Weinhold	Oakland Park ES	Josiah Weinhold	The Ohio State University
Bobbie Jamie	Johnson Park MS	Michael Jamie	The Ohio State University	Diane Whipkey	Colerain ES	Evan Whipkey	Otterbein College
Deborah Janopoulos	Elem. PE	Gregory Janopoulos	Miami University	Cathy Williams	Neil Ave. Ctr.	Curtiss Williams	Columbus College of Art & Design
Michael Johnson	Medina MS	Megan Johnson	Mt. Carmel College of Nursing	Vanessa Withers	Starling MS	Tiffany Withers	Capital University
Mary Judy	Westmoor MS	Michael Judy	Ohio University				
William Judy	Westmoor MS	Nicholas Judy	Ohio University				

## District SES office shuts us out

Last school year, CEA put in place a plan for an after-school tutoring program. This special component of NCLB is designed to help struggling students.

Private tutoring companies thought that CEA, with its highly trained staff of professionals had, as an *in-house* group, an unfair advantage and complained to authorities. So, in an effort to be fair to all vendors competing to provide this service in school buildings, the district's SES office developed a new approach. We call it *drawing names out of a hat* or a *game of chance*.

The process created barriers that have effectively blocked CEA's efforts to help our students. Initially, CEA was given 14 schools from which to recruit students. But then, the dis-

trict decided only the neediest among them would receive service. This reduced our potential number of students from 262 to 52 spread among 13 buildings. That was not cost-effective for CEA, so we had to shut down our program.

We blame the administration. CEA is best qualified to run this program. We know the students. We are familiar with the district curriculum, and we are ready to work. We know that by providing high-quality teachers to work with our students, we can produce positive results for students.

We also had a good use for funds received by this project: to provide funding for professional development opportunities for our teaching staff.

We ask the administration: Please take a second look at what you have created. Look at which approach actually is the best one. We believe working with CEA is the right path.

## Grievances update

We are starting to report, on a monthly basis, the issue, status and outcome of grievances filed by CEA.

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:

- ➔ CEA will file grievances on your behalf or on behalf of a staff or a group of teachers.
- ➔ Grievances must be filed within 10 days of the incident, using a specified form.
- ➔ The building principal should discuss the grievance within four days of filing.

- ➔ If it can't be resolved, the grievance is to be forwarded to the superintendent or designee, and a hearing is to be held within 10 days.
- ➔ The grievant has the right to CEA representation.
- ➔ 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.

Listed below are the grievances that CEA has filed so far this school year. Please note that even when the administration responds with *relief denied*, the Association may have prevailed on the grievance.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
East HS Monique Jacquet	Lack of administrative support in discipline	Adm. provide all reasonable support and assistance to teacher with respect to the maintenance of control and discipline in the classroom and within the building	Withdrawn with prejudice after CEA worked with HR to resolve issue
Eastmoor MS Sherri Edwards/Leon Leavell	Adm. subjected grievant to direct, verbal criticism and unprofessional behavior; administrator refused to meet informally to discuss concerns of the teacher	Grievant be given a verbal or written apology; administration refrain from verbally criticizing or redirecting staff members in front of students and other staff members; adm. refrain from entering into evaluative dialogue with staff members after walk-throughs	Note dialogue with teacher was before labor management meeting; district will communicate to administrators; management may make on the spot corrections; no violation of the contract has occurred, therefore the grievance and relief denied; additionally, we are always open and should never refuse to meet informally to discuss issues (DeWayne Howard, Labor Relations)
East HS Monique Jacquet	Lack of administrative support in discipline	Administration provide all reasonable support and assistance to teacher with respect to the maintenance of control and discipline in the classroom and within the building	Withdrawn with prejudice after CEA worked with HR to resolve issue
Northland HS Duane Bland	Adm. failed to assure that all class sizes are within contractual requirements	Adm. immediately balance the class size in affected teaching areas so that no teacher has over the contractual requirements of an average of 30 pupils per class and no more than 150 pupils total	Contract states no more than 36; no violation of the contract has occurred, therefore the grievance and requested relief are denied; however, we will continue to look at the issue of class size and we share the concern of the smallest sizes feasible as possible (D. Howard). Adm. balanced class sizes (CEA)
Yorktown MS Pamela Smith	Adm. failed to assure equitable distribution of teaching periods to all teachers as a result of their reorganization plan	Adm. immediately balance teachers' class loads so that all teachers are assigned an equal number of periods	Withdrawn with prejudice as a result of working with PLD and Labor Relations to resolve issue
Marion Franklin HS Stanley Pyle	Adm. subjected grievant to gross verbal criticism and discrimination	The grievant be given a written apology; adhere to the <i>CEA Master Agreement</i> and refrain from questioning and/or making inappropriate comments	We welcome informal and formal dialogue on the matter however, no violation of the contract has occurred, therefore the grievance and requested relief are denied. However, the district does not condone nor will it tolerate discrimination of any sort. (Pam Diggs)
Northland HS Duane Bland	Lack of administrative support in discipline	Adm. provide all reasonable support and assistance to teachers with respect to the maintenance of control and discipline in the classroom and within the building	The adm. will continue to review the 190 process; if it finds administrators are not following policy and procedure or <i>falsifying</i> 190 responses, we will take appropriate action to correct found issues; however no violation of the contract has occurred (D. Howard)
Devonshire ES Pat Price	Adm. directed leadership intern to sit in teacher's room for over two hours; lack of adm support in discipline; grievant was subjected to direct, verbal criticism and unprofessional behavior	Stop harassing teacher by sitting in classroom for unusually long periods or by directing leadership intern to do so; Adm. provide all reasonable support and assistance to teacher with respect to the maintenance of control and discipline in the classroom and within the building.	No violation of the contract has occurred so requested relief denied; however, the district does not condone observations that run past 30 minutes (D. Howard)
The Administration	The board failed to provide buses that arrive and leave in a timely manner after school	The Board immediately provide bus service that is consistent with the contractual student day and teacher day and correspond with student dismissal time	Issue was resolved by transportation reworking both routes and hiring a permanent driver for one route (D. Howard)

## LIVE UNITED: Our kids need you

Look around your classroom. You probably can point to at least one or two children who have changed schools frequently and who don't know whether they will have a place to live when they get home from school today.

You have the power to help these children. Your gift to United Way helps pay in part for the Family Stability Collaborative, a new model for preventing homelessness and maintaining school stability.

Born of a partnership between United Way of Central Ohio and the Community Shelter Board, it provides families at imminent risk of homelessness with a combination of immediate emergency funds and longer-term health and human services.

This unique and effective approach is designed to prevent homelessness and reduce student mobility among low-income families in the Columbus City Schools and throughout central Ohio. Similar programs in other cities have met with great suc-

cess. In fact, 80 percent of the families in the program are able to achieve financial stability. So, when you get your pledge form, please give generously.

CEA Vice President Sally Oldham, who is leading this year's Columbus City Schools' campaign, is passionate about the good these dollars will do.

"LIVE UNITED is more than a catchy slogan for the United Way campaign," she said. "It is what we must do to make this world, this community a better place. What each one of us chooses to do in this campaign will affect someone else. Our community has shown us that they believe in Columbus City Schools by passing Issue 75. It is now our turn to show them that we care by donating to United Way."

### Special note

☐ **John Grossman Estate Sale:** 281 N. Ardmore Rd.; **Thursday, Dec. 4, 4-7 p.m.; Friday & Saturday, Dec. 5 & 6, 10 a.m.-5 p.m.; Sunday, Dec. 7, 10 a.m.-3 p.m.**

