

The Voice

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Columbus Education Association

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**GIVE. ADVOCATE. VOLUNTEER.
LIVE UNITED.**
LIVEUNITEDCENTRALOHIO.ORG



United Way prize winners

CEA would like to thank everyone who participated in this year's United Way drive. You can feel great about yourselves for taking that extra step to ensure that the community's needy families and neighborhoods receive vital services. United Way programs and agencies provide childcare to about 40 percent of children of working parents in Franklin County—those families who have trouble affording or locating childcare on their own.

United Way also provides health and human services to families on the verge of homelessness, staving off disease and hunger until they can get back on their feet.

This year's drawing winners are:

\$500+ Leadership Grand Prizes—\$150 Target Card

Traci Arway (Livingston ES, CEA)

John Hank (Walnut Ridge HS, CEA)

\$60+ Payroll Deduction Prize—\$100 Target Gift Card

Cynthia Wilimitis (Northtowne ES, CEA)

\$250 Level Prizes—\$50 Lowes Gift Card

Tina Jacobson (Colerain ES, CEA)

Connie Hutchinson (Mifflin HS, CAA)

\$50 Best Buy Card

Jeri Hensley (Fairmoor ES, CEA)

Karen Adams (Transportation, CSCSA)

\$125 Level Prizes—\$30 Target Gift Card

Jason Vance (Kingswood IT, CSCSA)

Mary Anne Wiedenheft (CEA-R)

Lorraine Beidler (Gifted & Talented, CEA)

Brenda Ritzman (Devonshire ES, CEA)

Priscilla Schlaegel (Leewood ES, CEA)

Beth VonBlon (Forest Park ES, CEA)

Sharon Higgins (Arts Impact MS, CEA)

Ashley Shembarger (Eastmoor Academy, CEA)

\$60 Level Prizes—\$10 Gas Card

Ernestine Jordan (Linden-McKinley HS, CSEA)

Carol Lynne O'Neil (Nurse, CEA)

Cynthia Zahler (Fairmoor ES, CSEA)

Kimberly Jones (Stewart ES, CAA)

Angela Jones (Cranbrook ES, CSEA)

Remember, it is never too late to contribute to United Way. The need is constant, and many of the programs benefit our students and their families. You can make a difference. GIVE. ADVOCATE. VOLUNTEER. LIVE UNITED.

A card worth carrying

The OEA Membership Card is one item in your card collection that really pays. By taking advantage of the discounts available, you can even save more than the cost of your membership. Best of all, you need not renew it. Starting this year, your card is active until you retire or leave teaching in Ohio. (Do not lose it. A new one will not be issued next year.)



Vendors who provide discounts to OEA members include: Valvoline, Firestone, Walt Disney World, Gymboree, Nutrisystem, Jazzercise, Sears, The Gap, Ann Taylor Loft, Target.com, Buca di Beppo, Domino's Pizza and New York and Company. Sign in at <http://bit.ly/ctVxK1> with your OEA member number to access discounts. Some businesses require you to download coupons to present at the time of purchase. Other discounts may be available online only.

Walk-throughs vs. observations

There appears to be confusion about what should occur during a walk-through and what constitutes an observation used for a teacher's formal evaluation.

A walk-through is a non-evaluative tool to help teachers take a look at their teaching methods and classroom procedures in a positive, reflective manner. During a walk-through, the observer notes levels and types of student engagement, types of teaching practices and evidence that the curriculum objectives line up with district goals. The observer walks the walls, looking at displays of student work, teaching objectives, charts and other materials and notes any safety or health issues that may be affecting the learning climate.

A walk-through is meant to last three to four minutes and cannot be used for the purpose of evaluating a teacher. There is no checklist of items or judgments. The observer may develop a reflective question for the teacher that can be used as a topic of conversation between the principal and the teacher. However, these reflective conversations occur occasionally and not after every visit.

Evaluations are different. Article 401 of the *CEA Master Agreement* spells out the procedures for teacher evaluations. One important note: You may, but are not required to, request a pre-evaluation conference. (*CEA recommends that you make this request.*) The primary purpose of a pre-evaluation conference is to discuss procedural matters related to the evaluation process and to allow both the teacher and the evaluator to discuss philosophies and goals.

Administrators may conduct between one and three pre-arranged observations. They are permitted to conduct a maximum of three additional, unannounced observations.

See Walk-throughs on back page

Grievances update

CEA works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise our members to work out problems at the building level first, we know this isn't always possible. Each month we will inform you of the grievances CEA is working on for you. This month's grievances are listed below.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
Parkmoor ES Stacey McCarthy	Adm. denied teachers their afternoon recess if they continued with their 60-minute lunch.	Adm. maintain the current scheduled 60-minute lunch and allow teachers to have their voted-upon afternoon recess for students.	Arbitration is pending.
Fifth Avenue CCS Administration	The Board/Administration failed to hire a teacher or adjust classroom numbers so that the class sizes at kindergarten meet contractual requirements.	That the Board/Administration immediately hire a teacher/adjust numbers to make all classes in the building compliant with the numbers required by the contract.	The district acknowledges that the grievant's class size is over the contractual limit. However, the district will continue to work toward a resolution to bring the class size within the contractual limits.
Kingswood Data Center CCS Administration	The Board/Administration failed to provide adequate working computer technology to allow members to fulfill their teaching duties.	That the Board/Administration immediately begin repairing and correcting computer systems in all buildings, units and classrooms. District testing will be done on paper and pencil until such repairs are made.	Based on the information presented at the second step hearing, it is the Hearing Officer's position that there has been no violation of Section 206.01 of the CEA/Board agreement. However, the District does recognize that there are legitimate concerns and/or issues with the technology and appreciates CEA and its members for bringing those issues to the forefront. Moving forward, the District and the Technology Department are committed to working collaboratively with CEA and its members to resolve and/or address technology issues as expeditiously as possible.
Employee Relations Dianne McLinn	Dianne McLinn, a district employee relations officer, issued a grievant a written reprimand without "just cause."	That the district administration rescinds the written reprimand issued to the district employee and remove any documentation from her personnel file.	Step II hearing is pending.
Buckeye MS Marianne Minshall	The Administration at Buckeye MS failed to have a school-wide discipline plan specific for Buckeye MS on the first day of school as outlined in the <i>CEA Master Agreement</i> .	The administration will work with the school's ABC or Discipline Committee to develop a building-wide discipline plan that is specific for Buckeye MS and will use the Positive Behavior Supports program as a guide to developing discipline policies for the building.	Step II hearing is pending.
Wedgewood MS Vincent Coleman	The Administration at Wedgewood failed to give any notice of a parental visit prior to making arrangements with the staff.	That the administration provide advance notice to teachers of parental visits in the classroom and within the building prior to a parental meeting or visit taking place.	We agree that where practical we will provide notice of parent visits to give teachers opportunities to prepare for parental visitations.

Walk-throughs from front page

The total number of unannounced observations cannot exceed the total number of observations arranged in advance.

At least one of the classroom observations should be a minimum of 15 minutes in duration. The observations should be conducted openly with the observer visible to the teacher.

You are entitled to a copy of all written evaluations or reports, and they must be dated and signed. Your signature does not mean that you agree with the evaluation. The teacher is also permitted to add comments to any evaluation or observation report prior to its placement in his or her permanent file.

Contact CEA if you have a concern about your evaluation. Remember, CEA can challenge a negative review only on the basis of procedural errors. So, it is imperative that you know the contract and understand the rules under which observations must be conducted.

Be on the bargaining team

Are you interested in taking an active role in the bargaining process? A large, diverse bargaining team will be chosen to reflect the makeup of the CEA bargaining unit. The team will include members who have had previous bargaining experience and those who are new to the process. Potential members will be selected through the interview process.

CEA members with any type of certification/licensure and with any level of experience are invited to submit letters of application. Explain in the letter why you would like to be on the CEA Bargaining Team. Attach your résumé highlighting your area of interest and expertise.

Direct all correspondence to Deborah Huffman-Mirib, Bargaining Team Chairperson, Columbus Education Association, 929 E. Broad St., Columbus, OH 43205. The deadline for submitting letters of application is Dec. 10. Interviews will be scheduled during the first two weeks in January.

CEA election dates

You voted for our state and national legislators. Now we remind you: Don't forget to vote in the upcoming CEA election for OEA and NEA delegates and Board of Governors' open seats. This is your opportunity to be active in our Association and is one major way you can make your voice heard at the local, state and national levels.

The CEA Spring Election open positions are as follows: 2011-2012 OEA delegates, 2011 NEA delegates and Governor for Districts 1, 4, 5 and 10 (formerly District 11). Dates for this election cycle are as follows: Declaration, Jan. 3-Feb. 4; Campaigning, Feb. 7-18; Voting, Feb. 22-Mar. 7; and Ballot tallying, Mar. 8.

Special notes

- ❑ Don't miss seeing and hearing the fiery and eloquent speaker **Rev. Al Sharpton** at **CEA's 32nd Annual Dr. Martin Luther King, Jr. Awards Dinner**. The event will be held on **Thursday, Jan. 13, 2011**, with the social hour beginning at 6 p.m. and dinner at 7 p.m. Tickets are \$30 (tables of 8 are \$240) and can be purchased by calling the CEA office at 253-4731.
- ❑ **Dec. 4 is Educator Appreciation Day at Barnes & Noble**. You will get discounts on purchases, and a percentage of the sales will go to **CEA's Reach Out and Read Campaign**. Purchases can also be made online Dec. 4-9 at BN.COM/bookfairs. Enter or present the bookfair number 10126076 at checkout.
- ❑ The following buildings/units have most recently completed their **United Way** campaigns: Columbus Global Academy, Columbus Prep. School for Boys, Liberty ES and Siebert ES. It is never too late to give. Your generosity helps our students and their families everyday.