

# The CEA Voice

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

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## I Know I Can drive begins

Since 1988, I Know I Can has partnered with Columbus City Schools to make higher education a reality for thousands of students who dream of attending college. As one of the oldest and largest college access programs in the nation, I Know I Can provides the inspiration to ignite ambition, the advice to excel in school and the financial support to enable students to earn a college degree.



Over the past 22 years, the organization has awarded nearly \$25 million in needs-based grants to Columbus City graduates, including nearly \$1.3 million just last year. Additionally, the program works with elementary, middle and high school students and their families, helping them build a road map to college.

Each year, I Know I Can is honored to receive donations from hundreds of CEA members who give to the organization through payroll deduction. Whether you contribute a few dollars or many, I Know I Can relies on you to help carry out its mission.

I Know I Can and CEA are kindly asking you to join the many others who already give. Please consider donating and see a return that pays dividends for the entire community for decades to come.

To the CEA members who already support I Know I Can, we say thank you. Your partnership is valuable and appreciated. For more information about the organization, visit: [www.iknowican.org](http://www.iknowican.org).

## Insurance alert

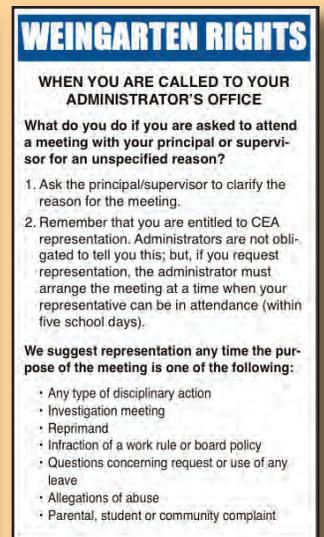
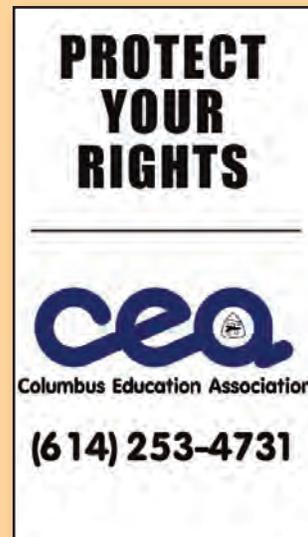
Approximately 150 bargaining unit members have not submitted the Verification and Open Enrollment form for insurance. It is now too late to make changes in your insurance; but if you file the enrollment form with the Benefits Office by Dec. 24, you can still have your insurance premiums paid with pre-tax dollars. If you do not file the form, you will continue to have your current insurance, but at after-tax benefits deductions.

Also, if you are currently enrolled in the AIG Short Term Disability Plan, the provider will be changed to Trustmark effective January 1, 2011. If you did not enroll with a voluntary benefits counselor at your building and wish to keep your short term disability insurance, you may enroll by calling a Trustmark counselor at 800-918-8877. You must do this by December 24 to continue your short term disability coverage. If you do not call, you will not have coverage.

Note: If you are currently on a leave of absence and have an active claim with AIG, you will need to enroll with Trustmark by calling 800-918-8877 upon return from your leave.

If you have questions regarding this information, please contact the Benefits Office at 365-6475.

## Know your Weingarten rights



Thirty years ago, the U.S. Supreme Court protected unionized workers' rights to due process during questioning by a supervisor. The case, *NLRB v. J. Weingarten*, has come to define 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 upon your request. (Your principal might not tell you this.) The choice of representative is up to you. It is your right as a dues-paying CEA member. Your administrator should never arrange for representation on your behalf.

Once you request representation, the administrator is obligated to arrange the meeting at a time when the 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 this 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 or uses of leave (personal, sick)
- Allegations of abuse
- Parental, student or community complaint

For your convenience, CEA has sent your Senior Faculty Representative Weingarten Rights cards to be distributed to all members in your building. Refer to this card whenever your principal or supervisor requests a meeting with you.

If you have questions, please call CEA at 253-4731.

## Apply to be on the bargaining team

Are you interested in taking an active role in the bargaining process? Do you have time you would like to dedicate to the Association? A large, diverse bargaining team reflective of the makeup of the CEA bargaining unit will be selected through the interview process. The team will include members who have had previous bargaining experience, as well as those who are new to the process.

CEA members with any type of certification/licensure and with any level of experience are invited to submit letters of application, explaining why you would like to be on the CEA Bargaining Team. Attach your resume highlighting your areas 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 at 5 p.m. Interviews will be scheduled during the first two weeks in January.

## CEA elections

The time for your voice to be heard in Association affairs is approaching with the upcoming CEA election for OEA and NEA delegates and Board of Governors open seats. Take advantage of this opportunity to be active and 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, Governor for Districts 1, 4, 5 and 10 (formerly District 11) and MS Governor At-Large. 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.

## Let's get social

We love to network. We do it online. We do it at Starbucks. Now CEA wants to give you the opportunity to mingle with those who understand you best: your fellow Association members.

CEA is forming a committee of members who are interested in planning and facilitating events that would allow members to gather, chat, trade ideas and just socialize in a community of peers. This is a great way to meet new people, find out what's happening in other buildings and just relax a little bit with people who understand your pressures and passions.

CEA is looking for volunteers from throughout the district to form our social committee. No experience is necessary. If you are interested in participating, call Tracey Johnson at 253-4731 or e-mail her at [tjohnson@ceaohio.org](mailto:tjohnson@ceaohio.org).

## CDF hosts community conversation

For hundreds of Franklin County children, foster care placement means losing their families, their schools and their communities. Kinship care is an alternative that allows children to maintain important connections. The Children's Defense Fund (CDF)-Ohio will host a panel of local leaders, including CCS Supt. Gene Harris, in a community conversation on kinship care for children.

The community is invited to attend to learn about the resources available to families caring for the children of relatives. The "Community Conversation: Fostering the Growth of Kinship Care," will be held on Dec. 13, from 6–7:30 p.m., at East HS, 1500 East Broad Street. The event is free and open to the public. For more information, call CDF-Ohio at 221-2244.



## OEA art contest for members

OEA members are invited to submit original works to its art contest. The theme is "Everyday Heroes; changing lives, making a difference." Submitted works may be any type of art, including photography, computer design, illustration and painting. The winning entry will appear on 2011–2012 OEA membership promotion materials.

Entries must be postmarked by January 31, 2011. Entry forms are available at [www.ohea.org/artcontest](http://www.ohea.org/artcontest).

Winners can choose from among these prizes: an Apple iPad, Adobe Creative Suite 5 Premium, a \$500 gift certificate to an arts or photography supply store and up to \$500 in OEA dues.

## Accelerated licensure for administrators

On Jan. 6, 2011, there will be an informational meeting held for teachers interested in obtaining their administrative certification through the Accelerated Licensure Program sponsored by The Ohio State University. This meeting will be held from 4–5 p.m. at the Ft. Hayes General's House, 546 Jack Gibbs Blvd. Through this program, licensure requirements can be obtained within a 15-month period (summer, autumn, winter, spring and an additional summer quarter).

## New teachers join TBS

CEA is proud to announce the following first-year teachers who are making a commitment to ensure that friends of education are elected to public office. They are setting the example for all of us, and we encourage you to join them.

Our newest TBS members include: Rachel Amey, Cheryl Conner, Georgia Crawford-Patton, Katherine Curlis-West, Abigail Duffy, Andrew Goldie, Martha Hilditch, Austin Hinz, Tiffany Horton, Theresa Lipp, Barbara Mansfield, William Mitchell, Rebekah Sharpe, Ashley Shembarger, Yasmin Sheffey, Sandra Steinmetz, David Perchinstze, Sharee Thigpin, Rachel Thomas and Rachel Weatherington.

## A journey to Egypt

The CEA Travel Group is planning a trip to Egypt in mid June. You are invited to be part of this group. The trip includes eight nights at a five-star hotel in Cairo and four nights on a fabulous cruise on the Nile. All of the wonderful sights including the Pyramids, Luxor, Tut's treasures, mummies, the Valley of the Kings, a visit to Alexandria and much, much more are part of the tour. The price is \$1,995 plus airfare. We need at least 25 people to go. Contact Carol Wagner or Ezetta Murray at 253-4731 for further details.

## Special notes

- ❑ Get your tickets early for our annual **Dr. Martin Luther King, Jr. Awards Dinner**. The event is Jan. 13 at the **Hyatt Regency Columbus**, featuring speaker **Rev. Al Sharpton**. This one should be a sellout. Reserve your seats now. The price is \$30. Call the CEA office at 253-4731. MLK award winners will be announced in the Dec. 13 *Voice*.
- ❑ The following buildings/units have most recently completed their **United Way** campaigns: Buckeye MS, Centennial HS, Columbus Africentric ECSS, Columbus Africentric ECES, East HS, Indianola K–8, Scottwood ES and Shady Lane ES.
- ❑ The **Job Share proposal packet** is available on the **CCS Intranet**. The **deadline** to return a completed proposal is **Feb. 4, 2011**.