

# The CEA Voice

Rhonda Johnson, President

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

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Columbus Education Association

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## Help with college tuition

We know that our members work hard, and many of them are also paying college tuition. We are proud to assist those whose children attend institutions of higher education. This year, the CEA Members Scholarship Fund will provide \$1,000 in tuition assistance for each senior attending a university or other post-secondary institution. The funds come from a yearly assessment of \$10 from each CEA member. All CEA members and CEA-R members who have continuous membership were eligible to apply for their college seniors. To date, we have awarded \$498,000. Eligible students must be college seniors between September 2012 and June 2013 and maintain a 2.0 GPA. Payment is made directly to the college or university.

Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Christine Althouse	Colerain ES	Jeremy Althouse	Wittenberg University	Samuel Leopold	Gifted & Talented	Andrew Leopold	Southern Arkansas University
Laura Aring	Arlington Park ES	Benjamin Aring	The Ohio State University	Lynn Lewis	Huy ES	Grant Lewis	Butler University
Donna Barnett	Huy ES	Jenna Barnett	Otterbein University	Laura Lindquist	Livingston ES	Kyle Lindquist	Marietta College
Nancy Barron	Colerain ES	Katherine Barron	Columbus College of Art & Design	Bethany Lown	Easthaven ES	Laura Lown	Ohio Wesleyan University
Annamaria Bory-Ackers	Ft. Hayes Arts & Academic HS	Grant Ackers	The Ohio State University	Robin Lucas	Winterset ES	Alexa Lucas	University of South Carolina
Teari Buari	Sherwood MS	James Buari	Defiance College	Judith McCormick	Marion-Franklin HS	John McCormick	Ohio University
Sharon Butler	Arlington Park ES	Alexander Butler	The Ohio State University	Anne Miller	Forest Park ES	Elizabeth Miller	Wright State University
Andrew Byrum	Briggs HS	Nathaniel Byrum	Bluffton University	Joseph Monda	Whetstone HS	Kathryn Monda	The Ohio State University
Rita Coleman	Huy/A.G. Bell Program	Zackary Coleman	Ohio University	Nancy Moore	West Broad ES	Grace Moore	Capital University
Christina Crist	Broadleigh ES	Nathan Crist	The Ohio State University	Leanne Moorman	Briggs HS	Allyson Moorman	University of Rio Grande
Donna Davis	Valley Forge ES	Hannah Davis	Capital University	Georgia Morgan	Neil Avenue Center	Paige Morgan	Miami University
Deborah Downey	Briggs HS	Eric Downey	Capital University	Antonia Mulvihill	Beechcroft HS	Aaron Long	Wittenberg University
James Duzan	Whetstone HS	Rainer Duzan	Morehead State University		Beechcroft HS	Alexander Long	The Ohio State University
Jennifer Eaton	Huy/A.G. Bell Program	Allison Eaton	University of Cincinnati	Laura Myers	Northgate Center	Gretch Myers	Cleveland Institute of Music
Maria Fiorelli	Olde Orchard ES	Natalie Fiorelli	Capital University	Bruce Nicely	Neil Avenue Center	Julia Nicely	The Ohio State University
Michael Gibbons	CEA-R	Erin Gibbons	The Ohio State University	Kimberly Randall	Brookhaven HS	Phineas Randall	The Ohio State University
	CEA-R	Michael Gibbons	The Ohio State University	Mark Shaffer	Centennial HS	Brett Shaffer	The Ohio State University
Christine Hecht	Marion-Franklin HS	Sarah Hecht	The Ohio State University	Lynn Simonetti	Colerain ES	Hannah Simonetti	Ohio University
Helen Heffernan	Hiltonia MS	Alexa Heffernan	Ohio University	Kristina Smith	A.G. Bell Program	Kara Smith	University of Cincinnati
Thomas Hemmelgam	Neil Avenue Center	Christopher Hemmelgam	Miami University	Spiros Spantithos	CEA-R	Georgio Spantithos	Otterbein University
Janette Hoffman	Parsons ES	Katelyn Hoffman	The Ohio State University	Alan Stephens	Psychologists	Amber Stephens	Kent State University
Daniel Jarvis	Wedgewood MS	Christopher Jarvis	Wittenberg University	Debra Toles	Whetstone HS	Andrea Jordan	Temple University
Mary Jimenez	Eakin ES	Kristie Jimenez	The Ohio State University	Myra Weisman	Cassady ES	Daniel Weisman	Kent State University
Rita Jordan	Huy/A.G. Bell Program	Crystal Jordan	The Ohio State University	Mary Wetzel	Broadleigh ES	Lauren Wetzel	Ohio University
Thomas Kahler	CEA-R	Natalie Kahler	Temple University	Lynette Woods	CEA-R	Whitni Woods	Miami University
Jane Klenk	Huy ES	Jacob Klenk	Gallaudet University	Rebecca Woods	Ft. Hayes Arts & Academic HS	Jonathon Swanson	The Ohio State University

## Know the contract: If a complaint is lodged against you

We know that our members intervene when they're concerned about a student's conduct, performance, character or personality. One of the most effective student interventions is a one-on-one informal conversation with a student.

Letting our students know of our concerns directly informs them of the high expectations we hold for them and the specific concerns about their work or behavior. It's a much more productive and positive encounter to have that informal conversation with a student than to begin a punitive discipline process.

Did you know that administrators are supposed to do the same thing when they're concerned about a teacher's performance? Article 403.01 of the CEA Master Agreement says that before a teacher's conduct, service, character or personality is serious enough to become a matter of formal record, the teacher should be notified by the administrator. The teacher and administrator are then supposed to work together to resolve the issue.

Columbus  
Education  
Association



Addendum  
to the  
Master  
Agreement  
2011-2013

When our members are unable to informally resolve discipline concerns with their students and write a 190, our members must list their previous corrective measures with the student. It would be nice if our administration followed the same line—attempting to informally resolve concerns they have with our members—before beginning a punitive discipline process.

## Payroll changes exclusively online

Each employee should have received an email message from the Treasurer's office on how to update payroll information. Beginning Jan. 7, 2013, updates will be done exclusively online through the Employee Self Service system. If you want to make updates to your direct deposit, tax status or number of dependents, you must do so by 8 p.m. the Monday after a payday to be effective the next payday.

Remember, you can, and you should, check your pay beginning on Tuesday of pay week using the Employee Self Service system. If you don't have access to a computer, you can use a kiosk in the Payroll and HR departments. When you log in the first time, your password is the last four digits of your Social Security number.

## Social media alert

Social networking sites are more popular than ever before, and they have many positive uses. But there are also consequences when users post inappropriate material. You could lose your teaching license or find yourself in court.

If you are threatened with discipline because of the use of a social networking site, contact CEA immediately. The inappropriate use of social networking sites can expose members to negative consequences which could impact jobs and careers. The following tips will help minimize the possibility of adverse consequences for members' employment and teaching licenses:



- ❖ Members should not post, say or do anything on a social network that they would not want to see on the front page of the local newspaper or would not say or do in front of students, parents or the board of education.
- ❖ Members should not post material to their accounts that could be considered inappropriate or unprofessional, including pictures and links. Additionally, members should monitor the content of their accounts and remove anything inappropriate or questionable immediately.
- ❖ Members should never post any information that would identify a student, and members should refrain from posting critical comments about students and school officials. Unfortunately, school employees do not have the same free speech rights as the general public. The content and impact of some speech may subject members to discipline, including termination.
- ❖ Members should mark all social networking accounts private, and all requests for connections should be approved personally by the members.
- ❖ Members should never grant access to their account information without knowing who is making the request.

If your administrator threatens you with discipline because of the use of a social networking site, please contact CEA at 253-4731 immediately.

## CEA-R is always busy

Our retired members have a lot going on. CEA-R offers retirees a chance to socialize and learn with a full schedule of clubs, outings and trips. Check these out:

- Dec. 13: Enjoy a Christmas concert at the Boat House at Confluence Park with music by The Signs of Christmas, promoting awareness of the deaf community.
- Jan. 10: A Day of Art at the Museum, featuring the permanent collection and special works by Elijah Pierce and Amina Robinson. Meet at the Columbus Museum of Art at 10:30 a.m.
- Feb. 7: See the play "The Dixie Swim Club" at La Comedia in Springboro. Cost is \$65. The play follows five Southern women whose friendships began many years ago on their college swim team. They set aside a long weekend every August to recharge their friendships, free from husbands, kids and jobs, at the same beach cottage on North Carolina's Outer Banks to catch up, laugh and meddle in each other's lives.
- March 22: BalletMet's "The Rite of Spring" at the Ohio Theatre. Meet at 10:30 a.m., and then have

lunch in the restaurant of the remodeled Sheraton on Capitol Square. Cost is \$19.

Trips this year include the Panama Canal, the White Mountains of New Hampshire and the Maine Coast. Ongoing local activities include a book club and computer classes.

The monthly book club meets the second Tuesday of each month at 1:30 at the Griswold Senior Center, 777 N. High St. at Route 161 in Worthington. Call Doris Eichensler-Gordon at 882-9308 to join.

To get the full scoop and find out how to join CEA-R, visit [www.cea-retired.com](http://www.cea-retired.com).

## Greetings CCS teachers and friends:

As Director of Development and Public Relations and as a CCS alumna, it is with great excitement that I reach out to you on behalf of I Know I Can (IKIC), to say thank you for your partnership and to ask for your continued support throughout the coming year as our programming continues to grow.



The only college access program exclusively serving the families and students of Columbus City Schools, IKIC's mission is to inspire, enable and support CCS students in pursuing and completing a college degree. Hosting dozens of events every year and awarding millions of dollars in grants and scholarships, we are making great strides in ensuring post-secondary success for CCS students. But there is still plenty more work to do, and your help makes the difference in our success.

As we enter this holiday season, and the start of a new year, we ask all of our teachers to consider I Know I Can in their charitable giving this year. Your support and investment are integral parts in the successes of our students and our organization.

Thank you for your consideration, and best wishes this holiday season.

Sincerely, Tasha Booker, M.ED.

## Special notes

- ❑ We missed recognizing School Psychologists Awareness Week (Nov. 12–16). Take a moment to thank these valued and important members of our education community.
- ❑ Retired teacher **Robin Holland** is the author of a new professional book entitled, *Deeper Writing: Quick Writes and Mentor Texts to Illuminate New Possibilities*. This book is written for all educators teaching writing or working with any content area in which students (grades 4–12+) engage in writing. To order this essential resource, go to <http://www.corwin.com/books/Book237931>.
- ❑ **CEA thanks** the following buildings/units that have **recently completed** their **United Way campaigns**: Columbus Spanish Imm. K–8, Northgate Center, Oakland Park ES, Oakmont ES and Valleyview ES.
- ❑ Enjoy traveling? **Join CEA for a journey through the Holy Land**. Some of the sights include Capernaum, Nazareth, the room of the Last Supper, the Garden Tomb, Masada and the Dead Sea. There are **only 24 spaces available**. The cost, excluding air fare (TBD), is \$2,495. To hold your spot, send a deposit of \$100 to Bexley Travel, 2719 E. Main St., Columbus, OH 43209, or call Marty at 235-8813.
- ❑ **People Resources** will be offering a free financial seminar, **Financial Goals that make Cent\$**, on Thursday, Nov. 29, at 4 p.m. at Northgate Center. If you are interested in attending, please register by emailing Regina Brantley at [rbrantley@columbus.k12.oh.us](mailto:rbrantley@columbus.k12.oh.us).