

# Circleville Education Association

2020-2021



# 2020-2021 CEA Leadership

## Officers

**President- Danielle Stultz (CHS)**

**Vice President- Steve Wastier (CHS)**

**Secretary- Megan Lennex (CES)**

**Treasurer- Cindy Moats (CMS)**

## Building Reps

**Clint Macrcum (CHS)**

**Joe Stitt (CMS)**

**Angela Akers (CES)**

**Joe Sorvillo (CES)**



# CEA Keys to Success

- **Do your Job**
- **Be aware of issues**
  - **Salary**
  - **30 minute lunch**
  - **210 minutes of planning**
- **Be professional**
- **“Obey now, grieve later”**
- **Know the contract and how to access it**
- **Know your rights**
- **Think before you post/tweet**



# Weingarten Rights

Legally protected rights to union representation.

- Invoke this right for any meeting involving the following:
  - Teacher discipline
  - Investigation of any sort
  - Reprimand
  - Infraction of work rule/ board policy
  - Questions about leave/leave requests
  - Allegations of abuse
  - Parent/ student/ community complaints

If asked to attend a meeting with a principal or supervisor and you request representation, the meeting must be scheduled at a time a rep is available.



# Weingarten Rights

*“If the discussion I am being asked to enter into could in any way lead to my discipline or termination or affect my personal working conditions, I ask that a union representative or officer be present with me at the meeting. Without representation, I choose not to answer any questions. This is my right under a U.S. Supreme Court decision called Weingarten.”*



# What to do if an issue arises

Address it ASAP.

Step 1—Look it up in the contract

Step 2—Talk to your administrator

Step 3—Talk to your building rep

Step 4—Talk to your union president

Step 5—Talk to your Labor Relations Consultant

Kerri Hoover (hooverk@ohea.org)

Step 6—File grievance, unfair labor practice, etc.



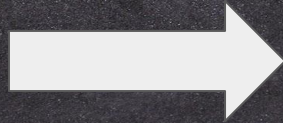
Don't skip this step! An administrator can't do anything to fix your problem if he/she doesn't know there is one.



# What to do if an issue arises

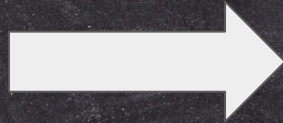
Know the difference between...

Frustration



Vent to your significant other.

Grievance



Talk to your building rep.



# CEA Scholarship

Thank you to our 2020  
Scholarship Committee!

Morgan Phillips  
Kurt Young  
Jaime Fosnaugh  
Lisa Powers  
Nathan Elswick

2020 CEA Scholarship Winners

Peyton Perini



Taylor Hedges



# Insurance Reminders

Four steps to help control costs and keep premiums down:

1. For regular prescriptions, use the **mail-in service** (3 months). For other prescriptions, go **generic** whenever possible; the UHC website can help you find generic equivalents or ask your pharmacist.
2. **Only use the ER for emergencies.** For non-emergencies, use your family doctor or urgent care clinics.
3. Be sure you have a **family doctor** and visit him/her when you have issues as well as regularly for **preventative care**.
4. Make use of **UHC's Care24 hotline (1-888-887-4114)** and the resources available on the **UHC website**.



# Memorandum Of Understanding

- Teachers will get 210 minutes of planning time during TEACHER work day.
- No calamity days-remote learning days
- 1 hour per week of evening office hours (Option C only) in place of P/T conferences
- MS/HS teach more than 6 but fewer than 8 periods
- Supplementals- Sports
  - 25% of pay for out of season work/ 75% prorated if the season is cut short
  - 1 year of experience (step) will be given if season starts (OHSAA calendar)
- Oct 21/22 virtual learning days - Oct 21 was already a work day. March 31 was work day, now is off day.



# CEA Website

[www.circlevilleea.ohea.us](http://www.circlevilleea.ohea.us)

- Helpful Information (Families First Act, Mental Health Resources)
- Relaunch and Restart Q&A (questions from our CEA survey)



# FCPE

- Fund for Children and Public Education
  - Funds OEA's lobbying efforts on education issues as well as contributions to OEA's endorsed candidates.
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- If you wish to donate, fill out the form in your packet and turn it in today.
  - We're asking \$2/pay. (\$40 per employee)
  - **Include the last 4 of your social and be sure to sign your name!**
  - If opting for payroll deduction, multiply number by 20 pays.
  - You keep the top copy
  - Give remaining copies to a rep/officer

We will raffle off five \$10 bills