Celebrate School Social Workers

March is National Social Work Month. Every day the nation’s 682,000 social workers act as advocates, champions, and leaders who make our society a better place to live. Our school social workers work extremely hard on behalf of our students and our families. With the horrific incidents of gun violence in our schools, school social workers advocate for children who may have been affected by gun violence and other trauma, helping them get mental health and other services they need to get the best education in order to live. Our school social workers make our society a better place to live. Our school social workers advocate for children who may have been affected by gun violence and other trauma, helping them get mental health and other services they need to get the best education in order to live.

Social workers are trained to look at situations in a holistic way, bringing people together with others and their communities to find ways to address pressing individual, group, and societal problems such as hunger, affordable housing, equal rights for all, and making organizations and government accountable.

Social workers also follow the National Association of Social Workers’ (NASW) Code of Ethics, which calls on members of the profession to enhance human well-being and help meet the basic needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. As the nation commemorates Social Work Month, it is important for the public to recognize that the need for social workers to be strong advocates, champions, and leaders is more important than ever.

The 2021 Social Work Month theme is “Beacon of Hope: School Social Workers—Lighting the Way.” In their role, School Social Workers are able to light the way, emphasizing the whole child, collaborating with other professionals, linking students and families with needed services, and advocating for the profession. Thank you to our school social workers that work tirelessly to make the lives of our students better.

Four of March’s important days:
- Monday, March 1: Women’s History Month
- Tuesday, March 2: National Read Across America Day
- Thursday, March 4: Social Work Day
- Tuesday, March 9: National Congress of Parents and Teachers Day

The Columbus Education Association

Voice

Volume LI, No. 26
The Columbus Education Association

March 1, 2021

John Coneglio, President

www.ceaohio.org

CEA honoured

National Association of Social Workers

Applications are due by 4:30 p.m., Friday, Mar. 26, 2021. You can find the application at http://bit.ly/CEAminiApp and downloading the pdf.

The CEA Master Agreement is set to expire in fewer than 534 days.

Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn’t always possible. We will regularly inform you of the grievances on which CEA is working.

South HS Edmund Baker

The CEA Board Agreement was violated, ministered to and/or misapplied when the principal of South HS Edmund Baker failed to adjust student enrollment numbers so that the class size/students/teacher load for teachers at South HS meet contractual requirements.

The principal immediately adjust numbers to make all classes and student loads for teachers (s) in the building compliant with the numbers required in the contract and that no reprisals be taken against any member of the bargaining unit because of the filing of this grievance and that NO REPRISALS be taken against the grievant because of filing of this grievance.

Arbitrator selected. Arbitration hearing date pending.

CCS Administration

The CEA Board Agreement was violated, ministered to and/or misapplied when the Board failed to provide the sufficient number of elementary physical education teachers (s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes.

The Board provides a sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes and that NO REPRISALS be taken against the grievant or any other bargaining unit member because of the filing of this grievance.

Withdrawn at the request of the Association.

CCS Administration

The CEA Board Agreement was violated, ministered to and/or misapplied when the Columbus City Schools Board of Education failed to fill certain department chair supplemental positions in accordance with the CEA-CCS 2019-2022 Master Agreement.

The affected bargaining unit members shall be made whole in every way, including but not limited to the following: The district shall fill supplemental department chair positions at K-8 buildings to both for K-5 and 6 th and 7 th and 8 th grade and that NO REPRISALS be taken against the grievant by any agent of the Board of Education for the filing of this grievance.

Based on the information presented at the Step 2 grievance hearing there is no evidence to support the Union claim that management has violated Article 201 or Section 905.01 of the CEA-CCS 2019-2022 Master Agreement. The intent of the language was to allow K-8 schools to have an elementary school chairperson and a middle school chairperson. K-6 and Pre-K-6 are considered elementary schools making them eligible to receive a middle chairperson for the 6 th grade. In lieu of the above, the relief requested is denied. The CEA Board of Governors has voted to send this grievance to arbitration.

Nikki Myers Salem ES

Salem ES principal Nikki Myers, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association’s CEA-CCS City Schools 2019-2022 Master Agreement by authorizing the issuance of a Letter of Direction to grievant without just cause.

The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Letter of Direction issued on or about December 8, 2020 to the grievant. The district shall provide the grievant with any and all teacher evaluation documents and discipline files. Any record of the Letter of Direction issued on or about December 8, 2020 which must be maintained by the district as public record pursuant to state law shall contain a notation that the Summary of Conference was withdrawn by the board. The Letter of Direction issued on or about December 8, 2020 or any record thereof shall not be used as a past discipline or reprimanded in any future employment record or reprimanded, warned, or disciplined to the grievant. There shall be no retaliation against the grievant by any agent of the Board of Education.

The CEA Board of Governors has voted to send this grievance to arbitration.

Nikki Myers Salem ES

The Columbus City Schools Board of Education and/or its agents violated, ministered to and/or misapplied provisions of the 2019-2022 CEA-CCS Master Agreement when it directed the elementary grades to Article 210.03 and 210.03, when Director of Employee Relations John Dean, acting in his capacity as agent of the board, informed the Association that it would unilaterally implement a revised elementary grading policy which directed teachers to provide opportunities to improve students’ final quarter grades and reopened the elementary grading window for the first quarter.

Or about January 20, 2021, the Association was made aware of the implementation of this revised elementary grading guidance via email. The email from the Director of Employee Relations reads, in relevant part: “After a review of your position, the District has decided to move forward with the implementation plan as presented to you last week without additional modification. Additionally, we decline to make the guidance optional.”

Article 210.03 of the 2019-2022 CEA-CCS Master Agreement reads: “In the event the school administrator changes a student’s nine-week grade, the administrator will, in a prompt and proper way, notify the teacher who gave the original grade. In the event the school administrator changes a student’s final grade, the administrator will initial and date such change and, as promptly as practical, notify the teacher who gave the original grade.”

Article 210.03 of the 2019-2022 CEA-CCS Master Agreement reads, in relevant part: “For grades Pre-Kinder through grade five (5)’s. The grade entry window shall be open beginning twenty (20) school days before the end of each grading period and ending the day prior to distribution of grade reports. 3. All teachers shall have final student grades entered into the electronic grading system in accordance with the grade make-up discipline schedule.”

The association requests that the grievant(s) be made whole in every way, including but not limited to the following: For each impacted bargaining unit member, the Board shall provide the hourly equivalent of two (2) contractual work days of unauthorized time, free of duty, during the regular school calendar for the completion of work which was not completed due to the Board’s violation of the Master Agreement. The Board shall comply with articles 201.03 and 210.03 of the Master Agreement.

Article 210.03. The CEA Repren- ter is correct that the grading window was open to allow the teach- ers the ability to enter the updated grades. However, this action is not prohibited by the Master Agreement between CEA and CCS. There is nothing in this article that restricts outreach efforts. These efforts can provide opportunities for student success. Relief Requested. In lieu of the above, there is no evidence to support the Union claim that Management was in violation of the Master Agreement or Article 201.03 and 210.03.

The CEA Board of Governors has voted to send this grievance to arbitration.

The scholarship application must include a statement of the student’s personal philosophy and goals and also include two references: One from a current academic instructor with whom the student has studied during the past year and one from someone other than a relative. Applicants must be the children of a CEA or CEA-R members for their dependent(s) to be eligible. A teacher must: Be a current CEA or CEA-R member Have taught in Columbus City Schools for the four (4) years prior to applying for the scholarship unless the applicant taught for four (4) years prior to: o Going on an approved leave of absence o Going on an approved disability retirement o Retiring and maintaining membership in CEA-R Applicants must: Be the child of a CEA or CEA-R member. Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university. Have a cumulative grade point average of 2.5 or above, which must be verified by an official high school or university transcript. Copies will not be accepted. Be a full-time student while enrolled in college. Include a copy of the Student Aid Report from FASFA. Indicate all financial aid (other than student loans) which they expect to receive. The Christa McAuliffe Memorial Scholarship is granted each year to a student majoring in education (unless no education applicants apply). This scholarship will be 1½ times the amount of any other scholarships awarded. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205.
The Reform Panel meets on the third Wednesday of each month to review variance requests. A variance is a requested change to the CEA Master Agreement specific to a particular school or unit, generally for a particular period of time. In order for a variance request to be heard by the Reform Panel, a minimum of two-thirds of the CEA bargaining unit members in a school or unit must vote in favor of the variance in a secret-ballot vote held by the Senior Faculty Representative. Variances heard by the Reform Panel require a majority vote to be approved. Neither co-chair votes unless there is a tie.

CEA believes that the best decisions about teaching and learning are made at the building level by the people who work there. Successful districts have moved from centralized operations and support to building-level support. We have a tool: the Reform Panel, we need to use it. Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation of the contract. Here are the variances that have been acted upon since the end of the 2019–2020 school year.

### Important Information: Remote-In/Simultaneous Instruction

During negotiations for our comprehensive 2020–2021 School Year Memorandum of Understanding, the District’s bargaining team brought to the table a proposal that a large group of CEA bargaining unit members would be required to instruct in-person and virtual students simultaneously using “remote-in” technology. Your CEA bargaining team was unequivocal in its response.

Except in extremely limited circumstances, the proposal was a non-starter.

Educators responsible for the supervision and education of both in-person and remote students at the same time incur significant risk to their licensure and careers. We reminded the Board’s team that during these very negotiations, over 600 teachers in neighboring Gahanna made the difficult decision to go on strike, in the middle of a global pandemic over this very issue, ultimately forcing that district to drop the requirement.

Your CEA team was successful in limiting so-called “remote-in” instruction to the following situations (Blended Learning Model, Content Area Teachers, Paragraph #4):

“Special identified student populations (AP, IB, CCP, Career Center) has been deemed an appropriate accommodation as the result of a 504 or IEP plan. The ONLY CEA bargaining unit members who may be directed to provide simultaneous remote-in instruction are those with AP, IB, CCP, or Career Center students. Those with remote students for whom remote-in instruction is language is followed by an entire paragraph of agreed-upon protections under the MOU with the Union.”

This language is followed by an entire paragraph of agreed-upon protections for members in these narrow categories. To be crystal clear:

1. The ONLY CEA bargaining unit members who can be directed to provide simultaneous remote-in instruction are those with remote students for whom remote-in instruction has been deemed an appropriate accommodation as the result of a 504 or IEP plan.

2. The ONLY CEA bargaining unit members who may choose, at their sole discretion, to provide remote-in instruction are those with AP, IB, CCP, or Career Center students.

We understand the desire of some members to provide extra “live” instruction to their remote students. However, these negotiated limitations are for the protection of your licensure and career.

---

### Become a PDS Course Requester

The Columbus Local Professional Development Committee (LPDC) is offering web-based training sessions to learn how to become an approved PDS Course Requester in the CCS PD System for the 2020–2021 School Year.

Attending this training will enable you to enter in-district professional development (including TBTIs) into the PDS so that eligible educators can earn CEUs for their participation. This training will cover both the compliance components for entering courses for CEU purposes as well as walk through the course proposal process in the PDS.

This is the Initial Training and is for individuals who have not been trained in the past. NOTE: This is NOT a requirement for everyone—only those who want/need to enter workshops into the PDS and maintain and track attendance.

You can find upcoming training dates in the PDS by entering the course number (38785) into the search bar under the Course tab in the title bar – [https://ccsoh.truenorthlogic.com](https://ccsoh.truenorthlogic.com)

### Article 211 Calendar 2021 (Conducted Virtually)

<table>
<thead>
<tr>
<th>March</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday 2</td>
<td>Round 2 Vacancy Postings only for WLMS</td>
<td>Round 2 Interviews will begin only for WLMS</td>
<td>Round 2 Postings OPEN (All known openings) by 2 p.m.</td>
<td>Round 2 Interviews Open Schools and Departments (All known openings)</td>
</tr>
<tr>
<td>Tuesday 8</td>
<td>Round 2 Postings CLOSE</td>
<td>Round 2 Interviews CLOSE</td>
<td>Interview Times are as follows: Elementary &amp; K–8—after 3:30 p.m.</td>
<td>Virtual Job Fair—4:30 p.m. (complete instructions on virtual job fair process will be made readily available to participants)</td>
</tr>
<tr>
<td>Wednesday 16</td>
<td>All Round 2 School and Department Selection Agreement Forms sent to HR (electronically) to Principals by 5 p.m.</td>
<td>All Round 2 School and Department roster changes must be resolved and sent back to Human Resources by 5 p.m.</td>
<td>Virtual Job Fair—4:30 p.m. (complete instructions on virtual job fair process will be made readily available to participants)</td>
<td></td>
</tr>
<tr>
<td>Wednesday 24</td>
<td>Remaining Teacher Placements: Human Resources</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

### Meeting Date Building/Unit Variance Request Vote Outcome

<table>
<thead>
<tr>
<th>Meeting Date</th>
<th>Building/Unit</th>
<th>Variance Request</th>
<th>Vote Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>June</td>
<td>Cal's Gifted Academy</td>
<td>Request for teachers to teach six classes</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>Beecroft HS</td>
<td>Request to continue the current modified schedule</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>School Psychologists</td>
<td>Request to continue the current mentorship program in lieu of PAR</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>Walnut Ridge HS</td>
<td>Request to block schedule</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>Walnut Ridge HS</td>
<td>Request to amend parent/teacher conference schedules</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>Walnut Ridge HS</td>
<td>Request for teacher to teach six classes</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>Beechcroft HS</td>
<td>Request to amend schedule during remote learning period</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>Olde Orchard ES</td>
<td>Request to amend Unified Arts schedule during remote learning period</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>Parsons ES</td>
<td>Request to amend Unified Arts schedule during remote learning period</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>Georgia Heights ES</td>
<td>Request to amend Unified Arts schedule during remote learning period</td>
<td>Withdrawn</td>
</tr>
<tr>
<td>September</td>
<td>School Nurses</td>
<td>Request to renew school nurse exclusion from the PAR program</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>School Nurses</td>
<td>Request to renew use of Record Days and PD Days interchangeably</td>
<td>Denied</td>
</tr>
<tr>
<td>October</td>
<td>Burroughs ES</td>
<td>Request to hold one 1.5 hour staff meeting per month on Wednesdays</td>
<td>Approved</td>
</tr>
<tr>
<td>October</td>
<td>Walnut Ridge HS</td>
<td>Request to split Department Chair contract</td>
<td>Approved</td>
</tr>
<tr>
<td>October</td>
<td>Centennial HS</td>
<td>Request to split Department Chair contract</td>
<td>Approved</td>
</tr>
<tr>
<td>November</td>
<td>Millin HS</td>
<td>Request to amend parent teacher conference schedule</td>
<td>Approved</td>
</tr>
<tr>
<td>November</td>
<td>Millin HS</td>
<td>Request to split Department chair</td>
<td>Approved</td>
</tr>
<tr>
<td>November</td>
<td>Cedarwood ES</td>
<td>Request to consolidate building staff meetings</td>
<td>Approved</td>
</tr>
<tr>
<td>December</td>
<td>Northland HS</td>
<td>Request to amend bell schedule during remote learning</td>
<td>Approved</td>
</tr>
<tr>
<td>December</td>
<td>Oote/PT</td>
<td>Request to utilize MUNIS in lieu of SEMS</td>
<td>Approved</td>
</tr>
<tr>
<td>January</td>
<td>Hillionia MS</td>
<td>Request to continue the modified schedule during the 2021–2022 school year</td>
<td>Approved</td>
</tr>
<tr>
<td>January</td>
<td>École Kenwood K-6</td>
<td>Request to be considered and protected under the MOU with the combination of live streaming and teaching in person</td>
<td>Approved</td>
</tr>
</tbody>
</table>
We are also receiving reports that some administrators are directing, encouraging, suggesting, pressuring, or implying that other CEA bargaining unit members must provide remote-in instruction.

This is unacceptable.

A directive to provide remote-in instruction is a change in your working conditions that must be bargained pursuant to Ohio Revised Code 4117. Outside of the narrow categories detailed above, no such agreement has been reached between CEA and CCS. A directive to other bargaining unit members to provide remote-in instruction will result not only in a grievance being filed for violation of the MOU, but potentially an Unfair Labor Practice charge being filed with the State Employment Relations Board for a unilateral change in working conditions.

If you have any questions do not hesitate to contact CEA.

**PAR/CEU Classes**

The Peer Assistance and Review (PAR) office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. Participants will receive CEUs. Course materials will be provided.

- **Mar. 2** Coping with Trauma Through Literature in the Classroom (0.2 CEUs)
- **Mar. 9** Let’s Give Them Something to Talk About: Using Student Conversation to Facilitate Achievement (0.2 CEUs)
- **Mar. 11** Social Studies Collaborative: Vocabulary (from 4:30-5:30) (0.1 CEUs)
- **Mar. 23** Infusing Technology in Your Classroom (0.2 CEUs) Register today on PD Planner for any or all of these sessions.

All classes will begin at 4:30 p.m. unless otherwise noted. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

**Options for any CEA Member Recalled to Work**

Families First Coronavirus Response Act (FFCRA) expired Dec. 31, 2020. However, just before winter break, CEA announced that our Union was successful in reaching a ground-breaking agreement with the District to extend all provisions of the FFCRA through Mar. 23, 2021, for CEA Bargaining Unit members. It is important to note that the names of these benefits, or the forms used to apply, may change as they are no longer tied to federal law. However, the benefits themselves will remain intact for the duration of the extension. It is also important to note that there was no “reset” of available leave time. Therefore, if you exhausted FFCRA leave in 2020, you will not be eligible for the extended benefits.

If you are caring for minors whose school or daycare is closed/unavailable, you or a household member have tested positive for COVID-19, are exhibiting symptoms, waiting for test results, or are under a quarantine order you likely qualify for FFCRA leave. FFCRA includes two major components; Emergency Paid Sick Leave and Unpaid Medical Leave of up to two years according to the Ohio Revised Code.

To donate, enter your name at the top of the CCS “Report of Employee Absence” form. In the “Comments” section, write the words, “Catastrophic Sick Leave Donation.” Be sure that you and your principal or supervisor sign the form. Indicate on the form to whom you are donating the sick time.

**Special Notes**

- Catastrophic Leave Donation Request: Cindy Meisler (Clinton ES) has been approved for Catastrophic Leave and is in need of donated days. To donate, enter your name at the top of the CCS “Report of Employee Absence” form. Be sure that you and your principal or supervisor sign the form. Indicate on the form to whom you are donating the sick time.

- Deductions for Union Dues: The “Tax Cuts and Job Act,” effective in the 2018 tax year, suspended the previous deduction for job-related expenses or other miscellaneous itemized deductions that exceeded two percent of adjusted gross income. This suspension includes unreimbursed employee expenses such as union dues. These expenses are no longer deductible. Therefore, the annual “Deductible/Non-Deductible portion of dues,” featured in the CEA Voice and communicated by CEA, will no longer be produced. For further information, see your tax preparer or IRS Publication 5307. Because of lobbying by NEA and action by OEA members, the $250 Educator Expense Deduction for eligible expenses such as professional development courses, books, and classroom supplies remains in Federal tax law.

- Continuing Contract: Apply by Mar. 5: If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2021–2022 school year, you must complete the online application no later than Friday, Mar. 5. Bargaining unit members will have to be logged into their CCS Google account in order to access the online form. Go to [https://bit.ly/CCapp2022](https://bit.ly/CCapp2022) to complete the online application. If you have questions, email Leslie Butler at license@columbus.k12.oh.us or refer to Section 401.08 of the CEA Master Agreement.

- **PBIS FRIDAY LIVE!** Every Friday the District PBIS Coordinators present fifteen minutes of SEL Connections and PBIS Quick Tips. These are a great opportunity to connect with other staff, practice self-care, and start your Friday in a positive and calm way. **All staff are welcome**, join us on Fridays from 8–8:15 a.m. Questions? Contact Jacquie Pencek, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us. Go to [https://ccsoh-us.zoom.us/s/3059377463](https://ccsoh-us.zoom.us/s/3059377463) to participate.

- Professional Leave: There is $200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop. Due to the COVID-19 Pandemic, all district-related travel has been prohibited, however, professional leave is available for online conferences. Forms to apply for professional leave are available in the “Forms” section of the CEA website or...
the CCS Intranet, along with the full leave guidelines and the deadline schedule for applications based on the activity date.

**CEA Spring Election is by U.S. Mail:** The following positions will be filled: 2021 NEA Local Delegates, 2021 NEA State-At-Large Delegates, and 2021–22 OEA Delegates. Due to the COVID-19 partial school reopening, at the request of the CEA Elections Committee and Elections Chair, and upon consultation with the Ohio Education Association, the CEA Board of Governors have voted to conduct the CEA Spring Election via a mail-ballot election. It will be conducted by the American Arbitration Association (AAA), a secure third-party provider. The mail out of ballots will begin Wednesday, Mar. 3. Voting will begin Tuesday, Mar. 9. The voting period (and the last day for AAA to receive ballots via mail) will be Tuesday, Mar. 23. The ballots will be tabulated by AAA on Wednesday, Mar. 24. If you receive a damaged ballot or do not receive a ballot by Tuesday, Mar. 9, call the AAA Duplicate Hotline at 1-800-529-5218, Monday through Friday, 9 a.m. to 5 p.m. This number is to be utilized only for duplicate ballot requests. Members may also make requests by emailing Sacha Ulerio at ulerios@adr.org. Members are asked not to call prior to Mar. 9, 2021, to allow sufficient time for the delivery of all ballots.

**CEA Needs Your Personal Contact Info:** We need your personal (non-CCS) email address and your cell phone number so we can communicate important information to you. CEA needs to communicate critical information to you by the most expeditious means possible, and that is not always the CEA Voice. We can communicate with you in a moment’s notice through text messages and emails. If you are not receiving messages from CEA, send an email with your contact information to Kathy Wilkes at wilkesk@ceaohio.org.

**Remember that your CEA Master Agreement is always located on our website at [www.ceaohio.org/cea-contract](http://www.ceaohio.org/cea-contract/) and click on 2019–2022 CEA Master Agreement**

---

**CEA Office Contact Information**

John Conegliano, President ....... coneiglioj@ceaohio.org
Phil Hayes, Vice President ...... hayesp@ceaohio.org
Tai Hayden, Staff Consultant .... haydent@ceaohio.org
Cindy Love, Staff Consultant .... lovec@ceaohio.org
Toni Mullino, Staff Consultant .... mullino@ceaohio.org
Tom Bushet, Budget Director .... bushert@ceaohio.org
Bob Hern, Membership ....... hernb@ceaohio.org
Dorothy Wilson, TLI ............. wilsond@ceaohio.org
Jeremy Baiman, OEA LRC ........ baimanj@ohea.org
Michèle Crouse, OEA Admin. Ant. ... crousem@ceaohio.org
Kathy Wilkes, Executive Ant. .... wilkesk@ceaohio.org

---

**Invite a new educator to become a CEA member**

If you know someone is new to your building, send them to [www.ceaohio.org](http://www.ceaohio.org) to find out more about Union benefits and see how to become a member.

---

**CEA Office Contact Information**

John Conegliano, President ....... coneiglioj@ceaohio.org
Phil Hayes, Vice President ...... hayesp@ceaohio.org
Tai Hayden, Staff Consultant .... haydent@ceaohio.org
Cindy Love, Staff Consultant .... lovec@ceaohio.org
Toni Mullino, Staff Consultant .... mullino@ceaohio.org
Tom Bushet, Budget Director .... bushert@ceaohio.org
Bob Hern, Membership ....... hernb@ceaohio.org
Dorothy Wilson, TLI ............. wilsond@ceaohio.org
Jeremy Baiman, OEA LRC ........ baimanj@ohea.org
Michèle Crouse, OEA Admin. Ant. ... crousem@ceaohio.org
Kathy Wilkes, Executive Ant. .... wilkesk@ceaohio.org