

The CEA Voice

Volume XLVIII, No. 31

Columbus Education Association

April 23, 2018

CEA Files ULP Against CCS

Chapter 4117 of the Ohio Revised Code sets the rights of CEA members to collectively bargain. Included in these rights is the ability of employees and employee organizations, including your Association to file Unfair Labor Practices (ULPs). A ULP is a charge that is filed with the State Employment Relations Board (SERB) that alleges a violation of Chapter 4117.

A ULP is different from a grievance. A grievance is when the collective bargaining agreement has not been followed. A ULP is when labor law is violated.

Your Association filed a grievance against the principal at Africentric HS in October of 2017. After a grievance hearing was scheduled, the Executive Director of High Schools informed your Association that the grievance would not be heard. The Association informed the Executive Director and the Director of Employee Relations that if no grievance hearing occurred, a ULP would be filed. The grievants assembled for the scheduled hearing, but were stood up-- no building or district-level administrators attended.

ULPs must be filed within 90 days from the occurrence of the action alleged to be an unfair labor practice. During those 90 days, your Association tried, without success, to work with the District so that the grievance would be heard and a ULP would not be filed. The ULP was filed on the 90th day from the date of the alleged unfair labor practice. Your Association's ULP charges that the District interfered with, restrained, or coerced employees in the exercise of the rights guaranteed in Chapter 4117 of the ORC.

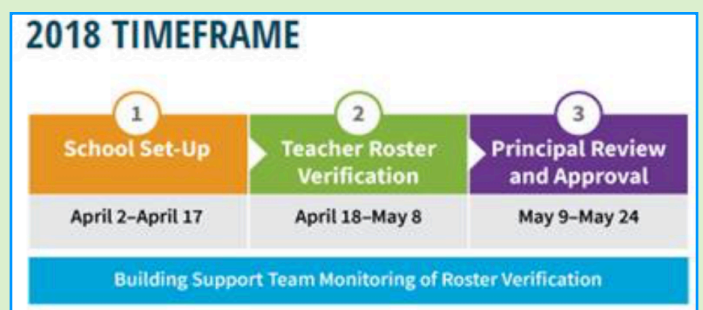
Upon receipt of the ULP, the District requested mediation with SERB to mutually resolve the dispute with the Association. We agreed to mediation, however, the efforts to resolve the dispute in mediation were not successful and the ULP progressed to the investigation phase. If the investigation revealed that state labor law was violated, a probable cause finding would be returned, and SERB would issue a complaint and direct a hearing to be scheduled. In 2017, only eight of 255 ULPs filed—three percent— received a probable cause finding.

The State Employment Relations Board's investigation of the Association's charge revealed there is probable cause for believing a violation of state labor law occurred. On Thursday, April 12, SERB's Board voted unanimously to issue a complaint and direct a hearing to determine "whether the Columbus City School District Board of Education violated Ohio Revised Code 4117.11(A)(1), but not (6), by stalling the grievance process, interrupting the resolution of the dispute and circumventing the parties' negotiated grievance process when it refused to process the October 13, 2017 grievance." A hearing date where the District must defend its actions is forthcoming.

Your Association is thoroughly disturbed, dismayed and disgusted with the District and its selective adherence to and willful ignorance of the Master Agreement and state labor

law. The District's refusal to follow the rules in this situation sets a poor example for our students. It sends the message to "Do as we say, not as we do." Your Association knows that approach to rule-following by a teacher wouldn't work with their students. Why does the District believe that approach will work with their employees?

Roster Verification



Roster Verification season is here! Roster Verification, also referred to as Linkage, is the process that allows teachers to verify the student rosters that will be connected to them when Value-Added teacher-level reports are created. These reports highlight a teacher's level of effectiveness based on the growth or progress of their students. Teachers can use these reports to reflect on their teaching practices and how effective they have been toward improving students' academic growth. All licensed/certified teachers planning and/or providing instruction for students in the following areas are required to participate in the Roster Verification process and will receive Value-Added Teacher-Level Reports for the 2017-2018 school year:

- Grades 4-8, Reading and Mathematics
- Grades 5 and 8, Science
- HS Subjects with End of Course Tests: English I and II, Integrated Math I and II, Biology, American History and American Government

There are 3 phases to the Roster Verification process; School Set Up, Teacher Roster Verification, and Principal Review and Approval. After the principal and the school support team finish the School Set Up phase, which is verifying which teachers teach which classes, the teacher will have the opportunity to complete the Roster Verification phase. Teachers must verify what subjects they taught; which students they taught; which months they taught them; and for what percent of time they were responsible for the students' instruction. These are the rosters that are submitted for the Value-Added Teacher-Level Reports. Therefore, it is very important that teachers are given the opportunity to confirm that the students connected to them are accurate. If you are a teacher that teaches one of the courses listed above, you should be completing the Roster Verification process during the April 18 – May 8 window.

If you would like to know more about Roster Verification and/or Value-Added Reports, there are a number of resources available

on the Battelle for Kids Ohio Student Progress Portal. Here is the link: portal.battelleforkids.org/ohio

If you have any additional questions or concerns, please contact Rachel Hopewell at (614)365-7641 or rhopewell@columbus.k12.oh.us.

Evaluations: Know Your Responsibilities

As we approach the end of the evaluation process for this school year, there are a few things you must complete to ensure everything is in order.

ODE has a required electronic teacher and principal evaluation system (eTPES) that is used for reporting the evaluation results for classroom teachers. All classroom teachers need to activate their own eTPES account (ohiotpes.com). SLO ratings will be uploaded to eTPES and the Holistic Performance Ratings (for individuals on the full evaluation cycle only) for the year will be uploaded between April 28 and May 2. Teachers can log into eTPES to view and acknowledge their Final Summative Rating. If this is not completed by the teacher by May 2, the principal will go into the eTPES system and confirm the rating. By May 10, all classroom teachers should receive a printout of their Final Summative Rating Report from their building principal from eTPES. Also by May 10, all classroom teachers, counselors and Licensed Support Professionals (LSPs) should receive a printout of the Final Summative Rating Report from ILEAD.

By **April 27**: Activate eTPES account (check CCS email for activation message sent by no-reply@ohiotpes.com) or go to <https://ohiotpes.com> and click on the “Forgot Your Password?” link to reset your password from last school year; deadline for completion of observations and walkthroughs.

April 28 - May 2: Teachers log into eTPES and acknowledge Final Summative Rating (If not completed by May 6, principal will confirm rating in eTPES.)

By **May 10**: Teachers receive printout of Final Summative Rating Report from eTPES from building principal. The Joint Evaluation Panel has approved an Appeals Process for the following:

- Educators that have an overall Final Summative Rating of “Ineffective”
- Educators that have an “Ineffective” performance rating
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error.

The Evaluation Appeal Form will be available on the ILEAD website at: <http://www.ccsob.us/Evaluation.aspx>, beginning May 10. To file an appeal, submit the completed form along with appropriate documentation to Teri Mullins at CEA by May 25, 2018. The Joint Evaluation Panel will meet the week of June 4 to review all appeal requests.

Do You Know Someone Retiring?

Do you have a friend or colleague retiring from Columbus City Schools this year? If so, assist your Association in honoring them at CEA Awards and Retirement Banquet. The banquet will take place on Saturday, May 19, at the Hyatt Regency Columbus. Social hour will begin at 6 p.m. with the dinner starting at 7 p.m. If the retiree has not *RSVPed* to attend the dinner please encourage them to do so and join them in celebration of the service and time they have given CCS and our children.

CEA will also honor members that work hard for the Association. Special awards such as the CEA Friend of Education, Outstanding Faculty Representative for each CEA District and Outstanding CEA Member will be awarded. The CEA scholarship recipients will also be announced.

Retirees and Senior Faculty Representatives are invited to attend this wonderful event for free. Tickets are \$35 per person or a table of eight for \$280.

Information has been mailed directly to the retiree’s home and we will continue to put information in The CEA Voice. If you are retiring and have not received any information, call the CEA office at (614) 253-4731 and ask for Kathy Wilkes. You can also email her at: kwilkes@ceaohio.org.

Article 211: Round 1 Concludes

Interviews for all known vacancies in our District are now underway. Interviews for Round 1 of Article 211 will close at 5 p.m. Friday, April 27. Administrators may begin offering positions once the interview window has officially closed.

If offered a position, be sure to sign the Selection Agreement Form (SAF). Administrators must submit the signed SAFs to Human Resources by 5:00 p.m. on Monday, April 30. If a signed SAF is not submitted the position will go to Round 2.

Round 2 postings will open on Monday, May 7, and close on Friday, May 11, at 5:00 p.m. Interviews for Round 2 will open on Monday, May 14, and will close on Friday, May 28, at 5:00 p.m. Contact CEA President, Tracey D. Johnson if you have any questions regarding Article 211 at (614) 253-4731.

OEA Endorses McFee and Rhodes for STRS

The economic security of OEA members in retirement depends in large part on having a strong, stable pension system we can rely upon. For most of Ohio’s teachers and faculty, the State Teachers Retirement System (STRS) is the foundation their retirement is built upon.

This month, the STRS is conducting an election for two contributing (active) member seats on the STRS Retirement Board. The OEA has endorsed **Robert McFee** and **Jeffrey Rhodes** for election to these seats. McFee is a math teacher at Willoughby-Eastlake Schools and an OEA Board of Directors member, and Rhodes is a technology education teacher at North Royalton High School and OEA Board of Directors member.

Numerous challenges face STRS and our members’ retirement security. A changing economy, increased life expectancy, rising health care costs, inadequate school funding—these are all issues that confront the retirement system and impact the ability to provide stable pension benefits and continued access to meaningful retiree health care. STRS Retirement Board members are subject to the highest standard of conduct known to law—standards that are stricter than those to which school board members, members of not-for-profit boards or members of a corporate board of directors are held.

It is incumbent on all active members to make sure qualified, experienced and knowledgeable trustees represent them on the STRS Board. **Robert McFee** and **Jeffrey Rhodes** are strong, effective advocates for their fellow educators and share OEA’s views and values. They have had rigorous training in pension and health care issues essential to serving as knowledgeable and effective board members.

Early Voting Underway

The primary election is May 8, but you can vote early in-person at your county Board of Elections. In Franklin County, you may vote at the Franklin County Board of Elections, 1700 Morse Rd. Advance hours are:

- Monday, Apr. 23, through Friday, Apr. 27: 8 a.m. – 5 p.m.
- Monday, Apr. 30, through Friday, May 4: 8 a.m. – 7 p.m.
- Saturday, May 5: 8 a.m. – 4 p.m.
- Sunday, May 6: 1 p.m. – 5 p.m.
- Monday, May 7: 8 a.m. – 2 p.m.

If you plan to vote on election day, polls are open on Tuesday, May 8, from 6:30 a.m.–7:30 p.m. If you are unsure of your polling place, you can find it by visiting: <https://vote.franklincountyohio.gov/voters>.

Designated Space Survey

In the last round of negotiations, one of the bargaining priority items championed by the Association and achieved at the table was the formation of the Designated Space Joint Committee. The purpose of this committee is to determine how it would be possible to provide each bargaining unit member a secure location to lock personal items and/or confidential files. To further the work of the Committee, an email containing the survey was sent to members’ non-CCS email addresses on Friday, Apr. 20. The survey will close on Sunday, April 30, at 11:59 p.m. If you did not get the email message, or if CEA does not have your current non-CCS email address, please send it to tellcea@ceaohio.org to participate in the survey. You will be able to access this survey from home or from work.