

## Reform Panel Update

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglio and Interim Supt. Dr. John Stanford. The committee consists of six Association members appointed by the President and approved by the CEA Board of Governors and six members of the administration assigned by the Superintendent. Association members include Lori Cannon (Workstudy), Cassandra Daniels (Champion MS), Amy Glowark-Mondillo (Scottwood ES), Kim Ogilbee (Starling K-8), J. Sanchez (Northland HS) and Angela Zalenski (Elem. Art).

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 centralizing 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 approved since the beginning of the 2018-2019 school year. Shading indicates variances that have been decided upon since the last Reform Panel update.

Building/Unit	Variance Request	Decision
Gables ES	Provide two additional days for kindergarten orientation	Approved
Fort Hayes CC	Request for teachers to teach six classes	Approved
Northland HS	Change staff meetings to accommodate early release days	Approved
Adult Education	Amend the full-evaluation cycle	Approved
West HS	Amend master schedule	Approved
West Broad ES	Amend arts schedule to one hour/week	Denied
Cols. Africentric HS	Amend schedule to accommodate Leadership Assembly	Approved
Cols. Africentric	Split HS and MS lunches	Approved
Cols. Africentric	Provide Monday meeting time to accommodate TBTs	Approved
Broadleigh ES	Change staff meetings to 90 minutes once per month	Approved
Windsor ES	Add additional lunch periods	Approved
Windsor ES	Require that breakfast is served in the classroom	Approved
Whetstone HS	Change staff meetings to Wednesdays	Approved
Forest Park ES	Amend parent/teacher conference schedules	Approved
Indianola K-8	Request to modify the dance/physical education schedule for grades K, 1 and 4	Denied
Hamilton ES	Request to modify the Art schedule for grades 4, 6 and provide art for Pre-K	Approved
Hamilton ES	Request to modify the music and physical education schedule to provide music and physical education for Pre-K	Denied

## 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, please 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 educators of unreimbursed expenses such as professional development courses, books and classroom supplies remains in Federal tax law.

## Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like some financial assistance with their college education? Consider applying for a CEA and CEA-R



Scholarship. The scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. Applications are due at 4:30 p.m., Friday, Mar. 29, 2019. You can find the application at <http://bit.ly/ceaspringschol19>. 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:

1. Be the child of a CEA or CEA-R member.
2. Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
3. 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.
4. Be full-time students while enrolled in college.
5. Include a copy of the Student Aid Report from FASFA.
6. 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.

## 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 0.2 CEUs and materials will be provided. Register today on PD Planner for any or all of these sessions. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

Date	Topic	Time
Feb. 19	<b>Infusing Technology in Your Classroom</b> Hudson	4:30 p.m.
Feb. 21	<b>Notice and Note: Reading for Understanding</b> Woodward Park MS	4 p.m.
Feb. 21	<b>Teach Like A Champion</b> Ohio Ave. ES	4 p.m.

## School Counselors Week

National School Counseling Week 2019, "School Counselors: Providing Lessons for Life," was celebrated from Feb. 4–8 to focus public attention on the unique contribution of school counselors within U.S. school systems. National School Counseling Week, sponsored by the American School Counselors Association, highlights the tremendous impact school counselors can have in helping students achieve school success and plan for a career. National School Counseling Week is always celebrated the first full week in February.

We would like to apologize for the oversight in not having this story in the previous issue of *The CEA Voice*.



## Article 211: Alternative Interview Panels

We have completed training for the Article 211 process. The postings for Round 1 open on Friday, Feb. 15 and close on Friday, Feb. 22. Round 1 interviews will take place Feb. 25–28. The *Master Agreement* defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 Manual, buildings may convene an alternately constructed panel. To request an alternative interview panel, a request must be made in writing to the CEA President, signed by both the Senior FR and administrator by Wednesday, Feb. 13. Fax requests to (614) 253-0465.

## Article 211: Calendar

FEBRUARY		
Tuesday	12	<b>Draft Postings Sent to Administrators</b>
Wednesday	13	<b>Changes to Draft Postings due by 12 noon</b>
Wednesday	13	Interview selection panel members should be identified, trained and assigned duties.
		Alternative Interview Panel due to CEA
Friday	15	<b>Round 1 Postings OPEN</b> [All known openings] by 5 p.m.
Friday	22	<b>Round 1 Postings CLOSE</b> Applications no longer accepted after 5 p.m.
Monday	25	<b>Round 1 Interviews Open Schools and Departments</b> [All known openings]
Thursday	28	<b>Round 1 Interviews Close Schools and Departments</b> Selection Agreement Forms and Rosters sent by HR to Principals by 5 p.m.
MARCH		
Tuesday	5	All Round 1 School and Department Selection Agreement Forms due to Human Resources by 5 p.m.
Wednesday	6	All Round 1 School and Department roster changes must be resolved and sent back to Human Resources by 5 p.m.
Thursday	7	<b>Draft Postings Sent to Administrators</b>
Friday	8	<b>Changes to Draft Postings due by 12 noon</b>
Monday	11	<b>Round 2 Postings OPEN</b> [All known openings] by 5 p.m.
Friday	15	<b>Round 2 Postings CLOSE</b> Applications no longer accepted after 5 p.m.
Monday	18	<b>Round 2 Interviews Open Schools and Departments</b> [All known openings]
Thursday	21	<b>Round 2 Interviews Close Schools and Departments</b> Selection Agreement Forms and Rosters sent by HR to Principals by 5 p.m.
Tuesday	26	All Round 2 School and Department Selection Agreement Forms due to Human Resources by 5 p.m.
Wednesday	27	All Round 2 School and Department roster changes must be resolved and sent back to Human Resources by 5 p.m.
APRIL		
Wednesday	3	<b>Job Fair–4:30 p.m.</b> Location: 3700 South High Building

## Special Notes

- ❑ The **Summer 2019 Fee Waiver online application window has opened** and will **close on Friday, Feb. 22 at 11:59 p.m.** Bargaining unit members can access the online application from home or work using their CCS email username and password. Instructions on how to complete the online application can be found at <http://bit.ly/2jhWSjd>. If you have **Priority 1** or **Priority 2 status**, be sure to upload the proper documentation with your online application. **Documentation is required with each fee waiver process.** Your Priority status will change without the proper documentation. Contact Leslie Butler at [lbutler@columbus.k12.oh.us](mailto:lbutler@columbus.k12.oh.us) if you have any questions. Additionally, three support sessions will be held for bargaining unit members who need assistance submitting their applications from **2:30–5:30 p.m.** on the following dates: **Monday, Feb. 4–Central Enrollment, Room 213** (430 Cleveland Ave.); **Tuesday, Feb. 12 & Wednesday, Feb. 20 Hudson St. Warehouse, Lab 1** (737 E. Hudson St.) Go to <http://bit.ly/2Hs2SVf> to register for one of the support sessions.
- ❑ The following CEA elective offices and delegate positions are: **Governors for Districts 2, 7, 8 and 9; High School Governor At-Large; 2019 NEA Local Delegates; 2019 NEA State At-Large Delegates; and 2019–20 OEA Delegates.** Declaration runs from **Monday, Jan. 7, through Friday, Feb. 8, with voting from Wednesday, Mar. 6, through Tuesday, Mar. 19. Ballots will be collected and tallied** by members of the Elections Committee on **Wednesday, Mar. 20.** If necessary, a run-off vote will take place from Apr. 2–16, with votes tabulated on Apr. 17. **Declaration forms are available at [www.ceaohio.org](http://www.ceaohio.org)** under the **Forms** tab. Members may also pick up a form in person or call the CEA Office to request that a form be sent through school mail. Contact Elections Chair Neil Moore at [senyormoore@gmail.com](mailto:senyormoore@gmail.com) or (614) 264-2188 if you have questions.