The Survey Says...
The annual CEA Staff Survey, as provided for in the *Master Agreement*, is complete. Our members study the results closely during the 211 process as they consider applying for posted positions. To study the results of the CEA Staff Survey, go to [http://www.ceaohio.org/cea-surveys/](http://www.ceaohio.org/cea-surveys/). Below are the highest and lowest-ranking work locations based on the following category averages:

<table>
<thead>
<tr>
<th>School/Unit</th>
<th>Vision Avg</th>
<th>School Climate Avg</th>
<th>Administration/Teacher Relationship Avg</th>
<th>Democratic Process Avg</th>
<th>Instructional Process Avg</th>
<th>Professional Environment Avg</th>
<th>Motor Vehicle Behavior Avg</th>
<th>Family &amp; Community Avg</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valleyview ES</td>
<td>Siebert K-4</td>
<td>Valleyview ES</td>
<td>Valleyview ES</td>
<td>Valleyview ES</td>
<td>Siebert K-4</td>
<td>Valleyview ES</td>
<td>Valleyview ES</td>
<td>Siebert K-4</td>
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<tr>
<td>Columbus STEAM Acad. K-6</td>
<td>North Linden ES</td>
<td>Lincoln Park K-6</td>
<td>Lincoln Park K-6</td>
<td>Columbus STEAM Acad. K-6</td>
<td>North Linden ES</td>
<td>Lincoln Park K-6</td>
<td>Columbus STEAM Acad. K-6</td>
<td>North Linden ES</td>
</tr>
<tr>
<td>North Linden ES</td>
<td>Liberty ES</td>
<td>Columbus Downtown HS</td>
<td>Columbus Downtown HS</td>
<td>Columbus Downtown HS</td>
<td>North Linden ES</td>
<td>Valleyview ES</td>
<td>Valleyview ES</td>
<td>North Linden ES</td>
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<tr>
<td>Liberty ES</td>
<td>Acredale ES</td>
<td>Columbus Downtown HS</td>
<td>Siebert K-6</td>
<td>Columbus Downtown HS</td>
<td>Columbus Downtown HS</td>
<td>Columbus Downtown HS</td>
<td>Valleyview ES</td>
<td>Siebert K-6</td>
</tr>
<tr>
<td>Columbus Downtown HS</td>
<td>Oakmont ES</td>
<td>Siebert K-6</td>
<td>Valleyview ES</td>
<td>Livingston K-6</td>
<td>Siebert K-6</td>
<td>Valleyview ES</td>
<td>Livingston K-6</td>
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<td>Livingston K-6</td>
<td>Oakmont ES</td>
<td>Moler K-6</td>
<td>Livingston K-6</td>
<td>Oakmont ES</td>
<td>Moler K-6</td>
<td>Livingston K-6</td>
<td>Livingstone K-6</td>
<td>Oakmont ES</td>
</tr>
</tbody>
</table>

Note: Results include work locations with a participation rate of 50 percent or higher on the 2018–2019 CEA Staff Survey.

**Article 211: Round 1 Postings**

The CCS internal staffing and transfer process has begun. The initial postings for Round 1 were released on Friday, Feb. 15. Your Association sent a copy of the initial postings to all members upon their release. Often times the district updates postings multiple times during a round—please ensure that when applying for a position that you are referencing the latest posting.

Section 211.01 (A) of the *Master Agreement* specifies that teachers who wish to be considered for a vacancy shall submit their cover letter, copy of current certification for the position they are seeking and their résumé. The Round 1 postings will close on Friday, Feb. 22, at 5 p.m. When applying for a vacancy, your Association offers the following suggestions:

- Include the position number of the vacancy you are applying for in your cover letter.
- Utilize email or hand-delivery (when possible) of your application instead of relying on school mail.

If you have questions regarding the Article 211 process, consult with your Senior Faculty Representative or call the CEA office at (614) 253-4731.

**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 request an alternately constructed panel. The following schools/units have requested and been approved for a alternate panel:

- Beatty Park ES, Briggs HS, Buckeye MS, Clinton ES, Colerain ES, Como ES, Cranbrook ES, Dominion MS, Easthaven ES, Fairmore ES, Health Services, Huy/A.G. Bell, Lindbergh ES, Lindren STEM Acad. Pk-K-6,

**CEA Spring Election Candidates**

Campaigning for the CEA Spring Election is underway and ends on Mar. 13. Voting will begin on Wednesday, Mar. 6 through Tuesday, Mar. 19. See your Senior Faculty Rep. for a ballot. The candidates for the CEA Board of Governors in Districts 2, 7, 8 and 9 ran unopposed and have been elected by acclamation. Please note that all candidates in each category are listed in alphabetical order and not in the order they will appear on the ballot.

Candidates for CEA High School Governor-At-Large:

Clarence Daniels, Jr., Megan Hinze and Alan Schmediebusch

Candidates for CEA Local Delegates (2019):


**continued on page 2**
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 inform you of the grievances CEA is working on for you on a regular basis.

<table>
<thead>
<tr>
<th>Building/Unit/Administrator</th>
<th>Statement of Grievance</th>
<th>Relief Requested</th>
<th>Disposition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oakmont ES</td>
<td>The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Oakmont ES, Shawnya McFadden, reorganized the grievant from second grade to kindergarten without the permission of the grievant.</td>
<td>That the principal rescind her reorganization of the bargaining unit member and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.</td>
<td>Step I hearing pending.</td>
</tr>
</tbody>
</table>

Continued from Page 1


Bargaining Update
On Tuesday, Feb. 5, the CEA Board of Governors (BOG) met for nearly five hours to review the CEA Bargaining Priorities Survey and the recommendations made to the BOG by the CEA Bargaining Team. The BOG then voted to send their recommendations to the CEA Legislative Assembly. On Thursday, Feb. 7, at the Legislative Assembly, Faculty Representatives (FRs) reviewed the Bargaining Priorities Survey results and heard the recommendation brought forth by the Board of Governors. FRs had an opportunity to debate and amend the recommendations. More than 150 FRs attended the Legislative Assembly to ensure that the voice of their building/unit was heard.

The bargaining priorities adopted by the Legislative Assembly was sent to members’ personal email address on Tuesday, Feb. 12. Now that the list of bargaining priorities has been adopted by the Legislative Assembly, the Bargaining Team will come back together to begin researching and drafting language for each item. Please ensure that you are checking both your personal email address and The CEA Voice often for additional bargaining updates.

LA Attendance
One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA officers and staff and vote on important issues affecting your Association and its members. Any CEA member is welcome to attend. The following is a list of buildings/units that were represented on Thursday, Feb. 7:


Correction: The CEA Voice for Jan. 22, 2019, incorrectly reported Linden Park ECE instead of Linden STEM Academy PreK–6 for attendance to the Jan. 11, 2019, Special LA.

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 be adjusted gross income.

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/2qHZW3d.
- The following CEA elective offices and delegate positions are:
  - High School Governor At-Large: 2019 NEA Local Delegates; 2019 NEA State At-Large Delegates; and 2019–2020 OEA Delegates. Declaration closed on Friday, Feb. 8. Campaigning runs until Tuesday, Mar. 19. Voting will begin Wednesday, Mar. 6, and end 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.ceaohiob.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 or (614) 264-2188 if you have questions.