

CEA Awards First Group of Mini Grants

Your Union is proud to announce the first recipients of the CEA Foundation Mini Grants. These grants, available to all CEA members align directly with the mission of the CEA Foundation: to empower CEA members to design and implement innovative opportunities that will ultimately lead to higher achievement for all students. Three types of mini-grants were awarded to members:

- **Early Educator Mini Grant**—20 total grants up to \$300 each (for teachers in Years 1–5 of their career)
- **STEM/STEAM Mini Grant**—10 total grants up to \$600 each (open to all CEA members)
- **General Mini Grant**—25 total grants up to \$320 each (open to all CEA members)

Grants cover one academic year. There will be one application window per semester. This will allow members time to reflect on the needs of their classrooms, programs, and students. Members are eligible to receive one Mini Grant per year.

Catherine Cincione	Unified Arts (ES Music)	Band and Orchestra Books
Carrie Dvorsky	Unified Arts (Parsons K–6)	Music Library
Keith Emerick	Berwick K–8	Robots on the Rise!
Leslie Felder	Columbus Downtown HS	Anxiety/Anger Management Group
Brenda Garrett	Clinton ES	Multi-Sensory Literacy Stations
Heather Hobbs	Moler ES	Hands-On Multi-Sensory Centers & Books
Laura Kay	Moler ES	Made For Me Literacy
Ashley Luedeke	Parsons K–6	Sensory Integration & Curriculum Building
Wanda Mays	Berwick K–8	Robotics: Preparing for the 21st Century
Michelle Nathan	Medina MS	Girls with Great Goals Dance Club
Kathryn O’Leary	Champion MS	Building High Interest Library
Erin Peebles	Huy ES/A.G. Bell Program	Conscious Discipline
Nikki Ramming	Colerain ES	Healthy Hydration System
Courtney Sheehan-Lobert	Berwick K–8	Student Storytelling
Pam Smith	Wedgewood MS	VEX IQ Robotics Team
Thomas Trang	Columbus North International HS 7–12	Celebrating Cultural Diversity
Heather Whyte	Moler ES	Sensory Space
Jennifer Zutterling	Centennial HS	First Tech Challenge

It’s Not About Money or Instructional Time

Each year in late February or early March, the ACT is administered to juniors in every district high school. Since this test has been given, the District has always provided double bus runs to the schools that house eleventh grade students. Tested students are picked up at the normal time, while non-tested students are picked up several hours later and arrive at school around the time the test is ending.



The test security requirements for the ACT are much more demanding and severe than that of any Ohio State Test or diagnostic assessment, such as MAP. The ACT administration has always been an all-hands-on-deck exercise for each school’s staff. The double bus runs provided the students taking the test a conducive environment for testing.

Your Union learned in early October at a District Assessment Committee meeting that the Administration was considering eliminating the double bus run for the ACT. We strenuously objected—voicing our concerns about the logistical nightmare of administering the ACT while non-testing students were in the building. It was unfair to the students who were taking the test, unfair to the students who were not being tested, and unfair to our members.

At the November District Assessment Committee meeting, your Union learned that the Administration was still considering eliminating the double run. They cited the cost of the double bus run (\$64,000) and their concern that the untested students would lose out on instruction. The District Assessment Committee, comprised of CEA members, high school principals, and a student, voted unanimously to recommend that the Administration continue the double bus run.

The Administration informed your Union in early December that the double bus run had been eliminated, citing

the previous reasons they provided. Again, we explained all of the things that could go wrong with the testing. Again, we explained how it was unfair for the students who were testing to have to test in that type of environment—no suburban school would subject their juniors to that testing environment, and for some of our students, this is their only shot at taking the ACT. Again, we explained our concerns with testing irregularities and potential licensure consequences with ODE if anything goes wrong. The Administration did not budge, confident that the building administrators could handle it. Each school’s testing plan is due in to Central Office on December 18. Make sure you get a copy of your building’s testing plan.

Your Union does not believe that this decision is in the best interest of anyone. This decision is not about gaining instructional time or saving the district money. This decision is not about the schools *#ColumbusStudentsDeserve*.

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 LA. **The next meeting will be held Thursday, Feb. 6, at 4:30 p.m. at the Arts Impact MS.** The following is a list of buildings/units that were represented at the Dec. 5 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Art, Arts Impact MS, Avondale ES, Beatty Park ES, Beechcroft HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Clinton ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6–12@

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The CEA Master Agreement is set to expire in fewer than 975 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.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
South HS Edmund Baker	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Edmund Baker, failed to adjust classroom numbers so that the class sizes/student load for teacher(s) at South HS meet contractual requirements..	That the principal immediately adjust numbers to make all classes and student loads for teacher(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.	Step II Grievance denied. Board of Governors voted to send to Arbitration.

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Brookhaven, Columbus North International HS 7-12, Columbus Scioto 6-12, Columbus Spanish Imm. K-6, Como ES, Cranbrook ES, Dominion MS, Duxberry Park ES, East Columbus ES, East HS, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Hudson St. Warehouse, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Juvenile Detention Center, Leawood ES, Lincoln Park K-6, Lindbergh ES, Linden STEM Acad. PreK-6, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Music, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parsons K-6, Phys. Ed., Positive Behavior Intervention Support Coordinators, Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Siebert K-6, Social Workers, South HS 7-12, Southwood K-6, Special Ed. Coordinators, Special Ed. Transition Coordinators, Special Needs Preschool@Linmoor, Speech & Language, Starling K-8, Sullivant ES, Tutors, Valley Forge ES, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS

Voluntary Staff Reduction Opportunity Deadline

The deadline for teachers to submit their request for a voluntary staff reduction from HR based on Philosophical Differences or Health and Safety is 5 p.m. on Thursday, Jan. 16. Individuals must provide specific reasons for requesting a voluntary staff reduction. There are two ways to submit your request:

- 1) A signed, hard-copy letter should be submitted to: Terri Trigg, Human Resources, Columbus City Schools, 270 E. State St., Columbus, OH 43215. Your Association strongly suggests you hand deliver your letter and obtain a timestamped copy for your records.
- 2) Requests can be submitted via email using your CCS account to: article211@columbus.k12.oh.us. Include in the subject line "Voluntary Staff Reduction Request" followed by your first and last name and employee ID number. Faxed letters will not be accepted. Additionally, you are not required to provide your administrator with a copy of your staff reduction request nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified by HR in late January, however a specific date has not yet been confirmed. Ultimately, it is the decision of HR whether or not to grant each bargaining unit member's voluntary staff reduction request.

Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors,

and HR). The job-share packet for the 2020-2021 school year can be found on the CCS Intranet.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <http://bit.ly/jobshare2021> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m., Thursday, Dec. 19. On Friday, Dec. 20, a list of potential job-share partners will be emailed to each person completing the online form to assist in finding a job-share partner.

Each partner's completed job-share packet is due to CCS Human Resources, ATTN: Employment and Staffing, no later than 5 p.m., Tuesday, Jan. 14, 2020. Your Association recommends hand delivering these documents and obtaining a time-stamped copy for your records. If you have further questions about job sharing, contact Cindy Love at CEA at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate will be significantly higher than what you pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

CEA Spring Elections

Our Association's annual elections are fast approaching. The following positions will be filled:

CEA President, CEA Vice President, Governors for Districts 1, 4, 5, and 10, Middle School Governor-At-Large, and Delegates to NEA and OEA.

Declaration Forms will be available on Monday, Jan. 6, and are due at the CEA office no later than 4:30 p.m. on Friday, Feb. 7. Voting will begin on Tuesday, Mar. 3, and will end on Tuesday, Mar. 17. Ballots will be collected and tallied by the Elections Committee on Wednesday, Mar. 18.

Call or text Neil Moore at (614) 264-2188 with any questions.

Special Note

- ❑ **Catastrophic Leave Donation Request: Kyle Doak (Moler ES), Kimberly Faber (Scottwood ES), and Brooke Lagrasso (Leawood ES) have been approved for Catastrophic Leave and are in need of donated days. 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 the individual to whom you would like your donation directed.**

"Anyone who does anything to help a child in his life is a hero to me."
—Fred Rogers (Mister Rogers)



John Phil Terri
Dorothy Cindy Jari
Tom
Michelle
Kari

CEA hopes you enjoy Winter Break!