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/STREAM 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
Carrie Dvosky
Keith Emerick
Leslie Felder
Brenda Garrett
Heather Hobbs
Laura Kay
Ashley Luedeke
Wanda Mays
Michelle Nathan
Katherine O’Leary
Erin Peebles
Nikki Ramming
Courtney Schehan-Lobert
Pam Smith
Thomas Trang
Heather Whyte
Jennifer Zatterling

Unified Arts (ES Music)  
Unified Arts (Parsons K–6)  
Berwick K–8  
Columbus Downtown HS  
Moler ES  
Moler ES  
Parsons K–6  
Berwick K–8  
Medina MS  
Champion MS  
Hoy ES/A.G. Bell Program  
Colerain ES  
Berwick K–8  
Columbus North International HS 7–12  
Moler ES  
Centennial HS  
Band and Orchestra Books  
Music Library  
Robots on the Rise!  
Anxiety/Anger Management Group  
Multi-Sensory Literacy Stations  
Hands-On Multi-Sensory Centers & Books  
Made For Me Literacy  
Sensory Integration & Curriculum Building  
Robotics: Preparing for the 21st Century  
Girls with Great Goals Dance Club  
Building High Interest Library  
Conscious Discipline  
Healthy Hydration System  
Student Storytelling  
VEX IQ Robotics Team  
Celebrating Cultural Diversity  
Sensory Space  
First Techs 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 were 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. They cited the cost of the double bus run ($64,000) and their concern that the untested 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 (L.A.). 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, Buckley 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 @ Continued on Page 2

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

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www.ceaohio.org

December 16, 2019

John Conneglio, President

Vol. L, No. 18

The CEA Voice
Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. 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.

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, hand-copy letter should be submitted to: Terri Trigg, Human Resources, Columbus City Schools, 270 E. State St., Columbus, OH 43215. 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 required to notify them of your request. Members who have not yet been confirmed. Ultimately, it is the decision of HR whether or not to grant each bargaining unit because of the filing of this grievance and that NO reprisals be taken against the grievant because of filing of this grievance.

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 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. CEA looks 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. 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 CPCS 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)

C EA hopes you enjoy Winter Break!