

Tell Legislators: Public Dollars should stay in Public Schools! Halt the Expansion of EdChoice Vouchers

There has been a recent explosion in the number of statewide EdChoice vouchers deducting millions in tax dollars from local districts. This increase has been driven by recent legislative expansion of the program. It is expected that a total of 139 school districts in the state will have voucher-eligible schools, compared to just 40 districts last year. Here in Columbus, CCS lost more than \$28 million to vouchers last school year and expects to lose more this year. The problem will only get worse if the legislature fails to act. Next year more than 400 districts will have buildings that are eligible for vouchers based on flawed state report cards.

OEA is asking members to take action now by contacting legislators. Take a few minutes to sign a pre-written letter or write your own at <http://bit.ly/CEAvoucheraction>.

Continuing Contract

It is that time of year where you can apply for a Continuing Contract. This year, bargaining unit members can choose to apply using a hard-copy paper form, or submit their Continuing Contract application using Google Forms. Bargaining unit members will have to be logged into their CCS Google account in order to utilize the on-line form. To download the application form, go to <http://bit.ly/CC2021>. To utilize the online application process, go to <http://bit.ly/2021onlineCCapp>.

You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract Article 401.16, to be eligible to receive a continuing contract, you MUST have the following:

- A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 2, 2020.
- At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years or if you previously had a continuing contract in Columbus or another Ohio district, you must have completed two successful years of Columbus experience.

Under the new licensing standards, you must also meet the following coursework requirement:

- If you hold a master's degree at the time of initially receiving a teacher's certificate/license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you do not hold a master's degree at the time of initially receiving a teacher's certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or

in an area related to the teaching field since the initial issuance of such certificate or license is required.

If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2020–2021 school year, you must return the application with original official transcripts (showing requisite coursework has been met) to the Certification/Licensure Office at the Columbus Education Center, Human Resources, 270 E. State Street, Columbus, Ohio 43215. (CEC-HR, Route 3, for school mail), no later than Mar. 2, 2020. Contact Teacher Certification/Licensure at (614) 365-5658 if you have questions.

Super Severance

If you want enhanced (or super severance) pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. You will receive pay for 50 percent of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 also means you receive more for your unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted. To estimate the amount of your severance pay, access the intranet under "Treasurer's Office," "Payroll" and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.

Notification letters go to the Director of Human Resources, Columbus City Schools. The letter should include your name, your employee ID and your last day of service. You should hand deliver the letter, and take a copy to be time-stamped for your records. The example below represents a retiring teacher with a yearly salary of \$94,477 (Master's at Step 31) with a daily rate of \$484.50 (per diem), 410 sick leave days and 30 personal leave days.

Notification <i>by</i> Feb. 1*				Notification <i>after</i> Feb. 1*			
Sick Leave				Sick Leave			
	Rate	Per Diem	Amount		Rate	Per Diem	Amount
1st	100 days x 25%	x \$484.50 =	\$12,112.50	410 days x 20%	x 484.50=		\$39,729.00
2nd	100 days x 30%	x 484.50 =	14,535.00				
3rd	100 days x 35%	x 484.50 =	16,957.50				
4th	100 days x 40%	x 484.50 =	19,380.00				
	10 days x 45%	x 484.50 =	2,180.25				
+ Personal Leave				+ Personal Leave			
	Rate	Per Diem	Amount		Rate	Per Diem	Amount
	30 days x 50%	x 484.50 =	7,267.50		30 days x 50%	x 484.50=	7,267.50
Total			\$72,432.75	Total			\$46,996.50

**This example is for illustration purposes only and is not intended for use as an official calculation.*

MLK Tickets Going Fast

It's only three days away. So give CEA a call today and get your tickets for the Columbus Education Association's 41st Annual Dr. Martin Luther King, Jr. Awards Dinner. Tickets are \$35 each with tables of eight at \$280. Contact CEA to reserve your seat(s). The banquet is at the Hyatt Regency Columbus. This year's keynote speaker is Andrew

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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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Gillum, former Mayor of Tallahassee, Florida and the 2018 Democratic gubernatorial nominee. We also will honor Steven L. Pruitt with the Dr. Martin Luther King, Jr. Humanitarian Award and honor Fort Hayes HS Library Media Specialist Courtney Johnson with the Helen Jenkins Davis Award. This is a popular event. We hope to see you there.

Records Day

The second records day of the 2019–2020 school year will be Wednesday, Jan. 15. On this day, there will be no PD pull-outs, no forced TBTs, no suggested meetings by supervisors or administrators. This is your day to spend working in your building on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records Day is a work day. All members are expected to report to work at their regular start time and work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take valuable time away from our ability to provide additional support for our students.

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 time-stamped 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.

Job Share Deadline Approaching

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). To unload the job-share packet for the 2020–2021 school year, go to the CCS Intranet.

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. 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 you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

Teaching Preference

Have a particular teaching preference? Now is your chance to make your request for the 2020–2021 school year. Section 211.05 of the *Master Agreement* allows members to express their teaching assignment preferences in writing for the following school year to the building principal. The deadline is Feb. 1. There are no guarantees, but our agreement gives members this opportunity.

Correction: Last week's story titled "Special Education Support Group" was intended for our ED teachers. We apologize for any confusion this may have caused.

Special Note

- ❑ **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 were available Monday, Jan. 6, and are due at the CEA office no later than 4:30 p.m. Friday, Feb. 7. Voting will begin Tuesday, Mar. 3, and will end Tuesday, Mar. 17. Ballots will be collected and tallied by the Elections Committee Wednesday, Mar. 18.** Call or text Neil Moore at (614) 264-2188 with any questions.
- ❑ **Article 211 training for Senior Faculty Representatives and building principals/supervisors** will be held on **Wednesday, Jan. 23, and Thursday, Jan. 24, at the former ECOT building (3700 S. High St.)**. The schedule is as follows: Wednesday, Jan. 22, 9–11 a.m. (**Departments 1–3 p.m. (Regions 2 and 5)**) Thursday, Jan. 23, 9–11 a.m. (**Region 1 and 4**) 1–3 p.m. (**Region 3 and 6**) Building principals/supervisors and CEA Senior Faculty Representatives are required to attend the 211 training. Building principals are responsible for providing classroom coverage so that the Senior Faculty Representatives can attend. If school is canceled due to inclement weather, the affected trainings will be rescheduled.
- ❑ 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 **Culturally Responsive Teaching (Session 3)** Africentric, Jan. 14, 4:30 p.m.; **CEA 211 Process**, Hudson St., Jan. 21, 4:30 p.m.; **Meaningful Instruction for Students with Disabilities**, Colerain ES, Jan. 14, 4:30 p.m.; **CEA 211 Process**, Hudson St., Jan. 21, 4:30 p.m.; and **Building Resilience**, 17th Ave., Jan. 29, 4 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.