

Health and Safety Committee Update

The recent round of negotiations between CEA and CCS established a joint labor committee for Health and Safety. CEA is proud to be one of the few locals that have fought and won contractual language that not only creates a Health and Safety Committee but establishes a dispute and resolution process for health and safety issues with enforceable timelines.

Article 216.06 of the *CEA Master Agreement* charges this committee to identify health and safety related problems, evaluate and make recommendations about current health and safety work practices and procedures, improve communication about the work order process, and promote awareness and encourage compliance with health and safety practices and procedures.

Members appointed to the Health and Safety committee include Annette Morud (Administrative Co-Chair and Senior Executive Director of Business and Operations), Dejuan Hood (Director, Building and Grounds), Kate King (Director, Health, Family and Community Services), and Penny Roth (BWC Coordinator) represent CCS Administration. The CEA Board of Governors approved Cindy Love (CEA Co-chair), Diana Turner (Northland HS), Larry Carey (Trevitt ES), and Christopher Williams (Colerain ES) to represent CEA membership. They are scheduled to meet quarterly and the most recent meeting was held on Jan. 10, 2020.

There is much work to do and CEA is committed to the idea that every member and the students they serve, work in a building that is safe and healthy. At the present time, the committee is working on the creation of a formal complaint process. In the meantime, members who are experiencing a health and safety concern at their work location should email CEAHealthSafety@ceaohio.org or visit www.ceaohio.org and select the Health and Safety tab for the Complaint Process Overview.

In addition, CEA encourages members to follow established reporting procedures for any accident, incident, or injury that occurs at their work location. This must be done online through Public School Works. The link can easily be accessed on the CCS staff webpage under Staff Quick Links and clicking Workplace Injury/Illness Reporting.

As always, if you have additional questions or concerns or need clarification of the procedure, call CEA at (614) 253-4731. To download the minutes from the Health and Safety Committee meetings, go to www.ceaohio.org/health-and-safety/.

NEA: Strong Public Schools 2020

NEA has launched StrongPublicSchools.org to serve as an information and engagement hub. You can find events, submit your candidate questions, watch videos, learn more about the candidates running for president, and take action to support public education.

It's a nationwide issue campaign focused on lifting up



public education in the 2020 presidential campaigns and providing NEA members a voice in the election. NEA's goal is to have a campaign that is highly inclusive and provide NEA members opportunities to engage with the candidates in order to ensure their voice is heard early and often in 2020.

NEA has invited each presidential candidate to participate in a one-on-one interview with NEA President Lilly Eskelsen Garcia to help educators better understand their positions on these critically important public education issues.

Additionally, NEA knows that 15 minutes from a televised debate stage is not nearly enough time to discuss all of the issues that matter most to educators and the future of public education. That's why NEA has created the Strong Public Schools Candidate Comparison tool so you can see exactly where each of the presidential candidates stand on core public education issues. With the help of our Candidate Comparison tool, you can see every single candidate's position on the issues that matter to you, like education funding, class size, early childhood education, and voucher programs.

Take the Professional Staff Survey

Spring is coming, and with it comes the Article 211 selective interview process. Whether you have to interview this spring or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a potential new school than from the CEA members that currently work there? Because this is important, it is part of the contract.

The *CEA Master Agreement* provides for a district-wide evaluation of each school by the CEA bargaining unit members. Participants will be able to rate work locations on professional environment, democratic procedures, teacher involvement, and other important areas. Members will also have the opportunity to provide additional open-ended, anonymous responses on the survey. The 2019-2020 annual staff survey will be administered online. Additionally, this year's survey will offer bargaining unit members in citywide departments the opportunity to rate their department as well.

An email containing the link to the survey was sent to members' non-CCS email addresses on Wednesday, Jan. 15. The survey will close on Sunday, Feb. 2, at 11:59 p.m. If you did not get the email message or if CEA does not have your current non-CCS email address, send it to tellcea@ceaohio.org to participate in the survey. You will be able to access this survey from home or from work. The survey results for each school/building will be published on CEA's website, so you can make informed decisions during the 211 process.

Ohio Educational Foundation

The Ohio Education Association boasts its own foundation, the Ohio Educational Foundation. It's mission is to support causes related to advancing and supporting education professionals and public school students in Ohio.

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The CEA Master Agreement is set to expire in fewer than 940 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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The work of the Ohio Educational Foundation is to fund initiatives that enhance student learning, student achievement and well-being, as well as promote social justice. Two CEA members, Angel Dyer-Sanchez (Salem ES) and Cassandra Daniels (Champion MS) serve on the foundation's Board of Directors.

To that end, the Ohio Educational Foundation introduced four funding opportunities available to all OEA members.

Diversity Grants are to develop and pursue instructional programs or curriculum that promote an appreciation for diversity, equity, and respect for humankind within the classroom and educational environment. Three grants, up to \$3,000 each, will be awarded. Application deadline: Feb. 1, 2020.

Innovation Grants are offered to those who are in pursuit of innovative and creative practices where learning is being enriched by experiences or projects. Two grants, up to \$5,000 each, will be awarded. Application deadline: Feb. 1, 2020.

Whisper Grants provide direct assistance to improve a member's learning environment or academic performance through meeting basic needs such as eyeglasses, hygiene items, repairs to a broken wheelchair, etc. Applications are reviewed monthly with a \$200 maximum and an annual funding of \$5,000.

Make-A-Wish®/Kids For Wish Kids® are done in collaboration with Make-A-Wish®, the Foundation provides seed money for OEA Locals seeking to make a child's wish come true. The Kids For Wish Kids® program fosters the value of community service by providing students with hands-on experience in helping to grant local wishes through school fundraising. Go to https://www.ohea.org/oea_foundation/ for more information about these grants and a link to an online application.

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.

Are You Retiring This School Year?

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. 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, employee ID and last day



of service. You should hand deliver the letter and take an extra copy to be time stamped for your records. See the Jan. 13 *CEA Voice* for more information.

You Can Now 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 online form. To download the application, go to <http://bit.ly/CC2021>. To utilize the online application process, go to <http://bit.ly/2021onlineCCapp>. 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.

Special Note

- ❑ **CEA Spring Elections**—The following positions will be filled: **CEA President, CEA Vice President, Governors for Districts 1, 4, 5, and 10, Middle School Governor-At-Large, 2020 NEA Local Delegates, 2020 NEA State-At-Large Delegates, and 2020–21 OEA Delegates. Declaration forms are available 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.
- ❑ **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 **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.