

Results from the CEA Staff Survey

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. The results of the 2019–2020 staff survey will be available on the CEA website at www.ceaohio.org/cea-surveys/ on Wednesday, Feb. 12. Below are the highest and lowest-ranking work locations based on the following category averages:

	Vision Avg	School Climate Avg.	Administrator-Teacher Relationship Avg.	Democratic Process Avg.	Instructional Programs Avg.	Instructional Resources Avg.	Professional Environment Avg.	Student Behavior Avg.	Family & Community Avg.
1	Valleyview ES	Northgate Intermediate	Lincoln Park K-6	Valleyview ES	Lincoln Park K-6	Colerain ES	Valleyview ES	Beatty Park ES	Indian Springs ES
2	Lincoln Park K-6	Siebert K-6	Valleyview ES	Lincoln Park K-6	Sullivant ES	Sullivant ES	Lincoln Park K-6	Valleyview ES	Southwood K-6
3	Easthaven ES	Indian Springs ES	Indian Springs ES	Beatty Park ES	Valleyview ES	Shady Lane ES	Beatty Park ES	Sullivant ES	Maize ES
4	Sullivant ES	Colerain ES	North Linden ES	Indian Springs ES	Colerain ES	Valleyview ES	Indian Springs ES	Lincoln Park K-6	Liberty ES
5	Stewart ES	North Linden ES	Sullivant ES	Winterset ES	Beatty Park ES	West Mound ES	Northgate Intermediate	Woodcrest ES	North Linden ES
6	Indian Springs ES	Woodcrest ES	Beatty Park ES	Northgate Intermediate	Southwood K-6	South Mifflin STEM Acad K-6	Sullivant ES	Siebert K-6	Parkmoor ES
7	North Linden ES	Devonshire ES	Northgate Intermediate	Sullivant ES	Woodcrest ES	Stewart ES	Southwood K-6	Indian Springs ES	Wedgewood MS
8	Beatty Park ES	Stewart ES	Stewart ES	North Linden ES	Leewood ES	Southwood K-6	Stewart ES	Easthaven ES	Binns ES
9	Northgate Intermediate	South Mifflin STEM Acad K-6	Trevitt ES	Devonshire ES	North Linden ES	Fairmoor ES	Winterset ES	South Mifflin STEM Acad K-6	Valleyview ES
10	Leewood ES	Winterset ES	Wedgewood MS	Binns ES	Stewart ES	Leewood ES	Shady Lane ES	North Linden ES	Northgate Intermediate
89	East Columbus ES	Moler K-6	Ridgeview MS	Champion MS	West HS	Weinland Park ES	Briggs HS	West HS	Moler K-6
90	Moler K-6	Marion-Franklin HS	Ohio Avenue ES	Marion-Franklin HS	Independence HS	West HS	Oakland Park ES	Moler K-6	Valley Forge ES
91	Ohio Avenue ES	Linden-McKinley STEM 7-12	Marion-Franklin HS	Avalon ES	Moler K-6	Medina MS	Eastmoor Academy HS	Briggs HS	Ridgeview MS
92	Eastgate ES	Yorktown MS	Oakmont ES	Duxberry Park ES	Briggs HS	Eastmoor Academy HS	Eastgate ES	East Columbus ES	Ft. Hayes Arts & Academic HS
93	Huy ES	Eakin ES	Eastmoor Academy HS	Linden STEM Academy K-6	Eastgate ES	Alpine ES	East Columbus ES	Champion MS	Yorktown MS
94	Marion-Franklin HS	Champion MS	Salem ES	Columbus City Prep School for Boys	Champion MS	Avalon ES	Linden STEM Academy K-6	Weinland Park ES	East Columbus ES
95	Linden STEM Academy K-6	Columbus City Prep School for Boys	Eastgate ES	Eastmoor Academy HS	Eastmoor Academy HS	Innis ES	Champion MS	Columbus City Prep School for Boys	Linden STEM Academy K-6
96	Eastmoor Academy HS	Columbus Scioto	Columbus City Prep School for Boys	Oakmont ES	Columbus City Prep School for Boys	Starling K-8	Marion-Franklin HS	Eastmoor Academy HS	Marion-Franklin HS
97	Columbus City Prep School for Boys	Hilltonia MS	Linden STEM Academy K-6	Starling K-8	Marion-Franklin HS	Columbus City Prep School for Boys	Starling K-8	Marion-Franklin HS	Starling K-8
98	Starling K-8	Starling K-8	Starling K-8	Eastgate ES	Starling K-8	Hamilton STEM Academy K-6	Columbus City Prep School for Boys	Starling K-8	Watkins ES

Note: Results include work locations with a participation rate of 50 percent or higher on the 2019–2020 CEA Staff Survey.

Target: ZER@ Campaign

This school year, CEA has received an alarming number of calls from educators reporting they have been injured and assaulted while on the job. For many, classrooms are in crisis due to a high number of students with complex needs and a lack of resources to help address the challenging behaviors students may bring to school. Educators report being bitten, kicked, scratched, or punched at work by students as young as four years old. To address the uptick in violent behaviors, CEA is rolling out **Target Zero** with the message that “no work incident is too minor and no injury or assault goes unreported.”

Target Zero was launched Feb. 6, at the CEA Legislative Assembly. Faculty Representatives in attendance will be disseminating more information about Target Zero in “Ten-Minute” meetings that will be held in each work location. The information will address why every injury or assault must be reported, how to handle pushback from administrators for filing an injury or assault report, and review the procedures for reporting an injury or assault if it should occur.

Members must remember that failing to report an injury or assault, no matter how minor the incident may seem, does not help our students or ourselves. Without documenting the incident, advocating for safer workplaces becomes more difficult. This data helps CEA advocate for students to get the appropriate support, interventions, or placement they may need to address the underlying issue. In addition, if members don’t report an injury or assault, CEA cannot advocate for you, the educator, to receive the administrative support, medical follow-up, or assault leave to which you may be entitled. On a district level, without the data compiled from injury and assault reports, CEA cannot advocate for safety measures, consistent discipline, or other necessary changes.

CEA wants all educators to work in a safe environment, free of workplace violence. Whether intentional or accidental, members must be informed about and consistent in reporting procedures.

No Work Incident is too Minor. No Injury or Assault Goes Unreported.

EdChoice Vouchers: OEA Supports Latest House Fix as Negotiations Continue

The House and Senate failed to reach an anticipated agreement on a fix for the pending expansion of EdChoice vouchers by the Feb. 1 deadline, instead passing a 60-day delay in the opening of the voucher application window while negotiations continue. The delay was approved 86–5 in the house and 23–6 in the senate.

Just prior to the delay, the Ohio Senate passed its version of a voucher “fix.” The disastrous Senate-passed measure would reduce the number of schools eligible for traditional EdChoice vouchers but permanently increase the eligibility level for the statewide income-based voucher to 300 percent of poverty. This would potentially provide state-funded vouchers to a family of four making up to \$72,000—regardless of the quality of their local public schools. The House rejected the Senate plan by a vote of 93–0, setting up a conference committee between the two chambers.

On Wednesday, Feb. 5, the House offered its version of a fix, which phases out EdChoice altogether, replacing the program with an “Opportunity Scholarships” available to any student in the state based on income up to 250 percent of the federal poverty level. Most critically, the House plan eliminates the current pass-through funding mechanism which deducts state funding for vouchered students from district budgets. Instead, “Opportunity Scholarships” would be paid for by the state directly from the general fund. This limits the number of available vouchers to the amount of funding allocated by the state each year, and offers immediate relief to district budgets like that of CCS. OEA supports this version of the bill. As this edition of *The CEA Voice* went to press, the Senate was expected to reject this plan, sending it to conference committee as well for negotiations on a compromise between the two bills.

CEA members should have already received a call to action to support the latest house version of the EdChoice fix. It is critical that you continue to follow through on these calls to action, as Columbus is one of the districts hit hardest by EdChoice. It’s not enough to fight only at the bargaining table for the *Schools #ColumbusStudentsDeserve*, we must stop the bleeding of our district budget to charter and voucher schemes championed by those attempting to dismantle public education.

The CEA Master Agreement is set to expire in fewer than 919 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.
Starling K-8 Angela Moore-Tyler	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Starling K-8, failed to provide appropriate administrative support to the grievants in the discipline of their students.	That the principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step I hearing pending.

Give to the United Negro College Fund

Columbus City Schools' United Negro College Fund (UNCF) is in full swing and will run until Friday, Feb. 28. Your Faculty Representatives will provide you with all needed materials. UNCF provides operating funds for 39 colleges, all of which are small liberal arts institutions. That makes it possible for them to offer students 21st century academic programs while keeping their tuitions less than half the average of other private colleges. African-American students are not the only minorities served by UNCF organization. UNCF scholarships apply to all schools, not just historically black colleges and universities. UNCF serves as a national advocate for the importance of minority higher education and has made a difference in the lives of many CCS graduates, staff members, and local community members. This drive is very important for our students. We are preparing them for jobs in the global community. UNCF makes a difference for many of students seeking to further their education. Half of the money raised through our campaign will go directly toward scholarships for CCS students. Please give generously. For more information, contact Michelle Crouse, CEA Office at (614) 253-4731.



CEA Annual Book Drive

Over the past few years, our district has dedicated much effort to meeting the state's Third Grade Reading Guarantee, resulting in a third-grade passage rate of 86.7 percent for the 2018-2019 school year.

Columbus City Schools has implemented a variety of strategies to raise the reading achievement of our third graders, including: more time for reading instruction and intervention in the daily elementary schedule, offering professional development for teachers, enlisting reading buddies from the community, developing ELO and Super Saturday opportunities for struggling readers, and creating summer enrichment bags for students.

CEA has joined hands with the district in this effort through our annual CEA Book Drive. For the fourth straight year, our focus will be on providing a new appropriate-level book in the district created summer enrichment packets for third grade students. Our campaign kicked off Thursday, Feb. 6, and ends Tuesday, Mar. 31. Support our campaign by donating two new books appropriate for children reading on the primer through third-grade reading level. A suggested book list has been given to your FR for your review.

At the conclusion of the campaign, there will be a drawing to win one of three \$100 VISA gift cards. To be eligible for the drawing, donate at least three new books to the campaign. Give the books to your FR or building campaign chair and ask for a drawing entry form. You will receive one entry for every three books donated. The more books you give, the more chances you have to win. Complete and send the entry form to Teri Mullins at the CEA office no later than Thursday, Apr. 9. The drawing will be Monday, Apr. 20.

For more information regarding this campaign, contact Teri at CEA (tmullins@ceaoio.org), or call (614) 253-4731. Thank you for your support of our third graders. Together we can assist our students in reading improvement and meeting the standards.

Article 211: Alternative Interview Panels

We have completed training for the Article 211 process. The postings for Round 1 open on Friday, Feb. 14, and close on Wednesday, Feb. 19. Round 1 interviews will take place Feb. 20-25. 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 convene an alternately constructed panel. To request an alternative interview panel, a request must be made in writing to the CEA President, signed by both the Senior FR and administrator by Wednesday, Feb. 12. Fax requests to (614) 253-0465. As of the time this issue of *The CEA Voice* went to press, requests from the following units had been granted:

Broadleigh ES, Easthaven ES, Highland ES, Psychological Services, Scottwood ES, Southwood ES, and West Mound ES.

Relationship Week 2020

Caring and supportive relationships are critical to students' learning and well-being at school. Every day, Columbus City Schools staff, students, families, and community members are working hard to build supportive, inclusive, and positive learning environments. During CCS' second annual Relationship Week, let's all take the time and acknowledge our collective efforts towards motivating, empowering, and supporting one another. Your Association asks our members to participate in the activities designed to reaffirm our compassion, respect, trust, and love for one another and our community. A different activity is planned for each day. To find out more about the activities, go to <http://bit.ly/CCSrelwk2020>. If you have any questions about Relationship Week, contact Tyree Rivers, Climate and Culture Coordinator, at trivers3482@columbus.k12.oh.us.

Special Notes

- ❑ 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 no longer be produced. For further information, see your tax preparer or IRS Publication 5307, page 8.
- ❑ **Joint District Meetings Scheduled:** The CEA Board of Governors will hold two joint district meetings the week of February 17 instead of individual district meetings. They will be held on **Wednesday, Feb. 19**, at the **Berwick Manor Party House** (3250 Refugee Rd.); and **Thursday, Feb. 20**, at the **Spaghetti Warehouse** (397 W. Broad St.). **Both meetings will begin at 4:30 p.m.** In addition to regular CEA business, candidates for OEA delegate, NEA delegate, CEA Governor, and CEA President and Vice President will be given an opportunity to share with you their reasons for running for office and to communicate their qualifications for the respective positions. These meetings are open to all CEA members. If you have questions, call CEA at (614) 253-4731.
- ❑ The **Capital Representative Assembly (RA)** will be held **Wednesday, Apr. 1, 2020**, at the STRS building, 2nd floor sublet meeting room, 275 East Broad Street. Registration begins at 4 p.m., and the RA starts at 5 p.m. Parking is available at the building. Alternates are welcome to attend the RA. **A key focal point of the Capital RA will be Spring Elections for Capital District President and Vice President.** CEA members may declare their candidacy through Mar. 30, 2020. Voting will take place during the Capital RA on Apr. 1. Go to <https://bit.ly/2GvckUK> to download a declaration form.
- ❑ **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.** The **Declaration Period ended 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.