

Letter from the CEA President

Members,

Our new Superintendent has brought changes to Columbus City Schools. While change is inevitable, plans that have a significant impact on the students, families, and staff of our District can be implemented using a common sense approach. Put quite simply, that involves engaging stakeholders and adhering to the *Master Agreement* as well as relevant Board Policies. Your Union has been on the front lines, advocating for a common sense approach to change from day one.

In February, the District wanted to change Starling K–8 to a 6–8 without staff or community engagement. Your union worked collaboratively with District leadership to halt the process and ensure decisions made about Starling K–8's future would be made after thoughtful discussion with engaged stakeholders.

The Union was informed of the District's plan to staff reduce 21 Transition Coordinators and shift their work to other members of our bargaining unit. Despite multiple discussions, the District announced their intention to move forward with their plan. Your union demanded that the District bargain over the proposed changes in the terms and conditions of employment for our bargaining unit members.

The District made the decision to eliminate Gifted Resource Coordinators and to drastically change the Gifted Service model for our students without engaging with stakeholders. The District's current Gifted Service model was adopted by the Board in the spring of 2015 after a months-long collaborative process that engaged stakeholders and resulted in improvements of service to our gifted students.

CEA organized a planned action for the first Board of Education meeting and your union's leadership was ready and willing to take further action if the rally did not achieve our desired results. CEA Vice President Phil Hayes and I stood in solidarity with the Transition Coordinators as they convinced District officials that their plan was harmful to our most vulnerable students. We also worked as intermediaries with the administration and the Senior Faculty Representative of the Gifted and Talented unit to achieve a more measured approach to the Gifted Service model with a promise of an ongoing collaborative review process that engaged stakeholders in the 2020–2021 school year.

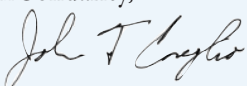
Our collaborative efforts resulted in the following joint media statement:

I appreciate that Dr. Dixon and the Columbus Education Association were able to come to a mutual understanding and agreement on how to best serve our students. It is not easy to reverse course once a decision has been made, and I applaud her willingness to make this tough decision.

While the District and the Columbus Education Association may disagree from time to time on the best way to serve our students, we all want what is best for our students and their families. We have been and will remain committed to working collaboratively to achieve this goal.

It is always CEA's goal to work collaboratively with our District partners. We encourage the District to first engage your union in meaningful dialogue when decisions are being discussed that affect our students, families and teachers. It is much more productive to work together and be at the table than it is to be sitting in the bleachers at a Board of Education meeting. When we stand together we are powerful advocates for what #ColumbusStudentsDeserve.

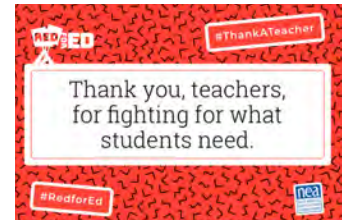
In Solidarity,



Ten Minute Meetings: It's our Moment to Stand up for our Students on Testing and EdChoice Vouchers

March 18th: Thousands to rally for voucher crisis fix

On Wednesday, Mar. 18, we will join thousands of educators, union members, and public education advocates from all over Ohio as #RedForEd takes over the Ohio Statehouse lawn. By Apr. 1, the Ohio House and Senate must reach a compromise on two very different bills to address the voucher crisis. Public education advocates support the house version of the bill, but negotiations are currently stalled with the deadline fast approaching. The after school #RedForEd rally will take place Wednesday, Mar. 18, at 4 p.m. on the Ohio Statehouse lawn (Broad St. and High St. downtown). Don't forget your **Red CEA Solidarity Shirt** and your family, friends, and neighbors! This rally is in our backyard and a huge CEA presence is needed. Confirm your participation during your upcoming ten-minute meeting.



MAT Team launches local push to counter over-testing

Our CEA Member Action Team (MAT) knows that there would be no voucher crisis without the menace of over-testing. After all, the current voucher scheme is based primarily on the testing performance of individual buildings. That's why this week in a ten-minute meeting, your FR will introduce our campaign to encourage our Columbus School Board to pass the Time to Teach, Time to Learn resolution.



The resolution is a statement on behalf of the CCS School Board that calls for two actions to be taken:

1. That the governor, state legislature, and state education board and administrators reexamine public school accountability systems in Ohio and develop a system based on multiple forms of evidence that does not require extensive standardized testing, more accurately reflects the broad range of student learning, and is used to support students and improve schools, and;
2. That the U.S. Congress and Administration reduce federal testing mandates and promote multiple forms of evidence of student learning and school quality.

Our campaign will incorporate CEA's organizing power in our buildings, our communities, online, and in person as we press our School Board to join our citywide and statewide call for a meaningful reduction in testing. Your FR will be asking you to sign a building-wide petition to support the resolution and to get ready to take action when called upon. Ultimately, it will take legislative action to see a true reduction in mandated standardized testing, and we know the power we have to build towards testing legislation will be greatly enhanced when the board of the largest school district in Ohio joins our call for *Time to Teach, Time to Learn!*

The CEA Master Agreement is set to expire in fewer than 891 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.	Arbitrator selected. Arbitration hearing date pending.

Apply Now For CEA Mini-Grant

CEA Foundation Mini-Grants are members-only grants that support teaching and learning. The CEA Foundation's mission is to empower CEA members to design and implement innovative opportunities that will ultimately lead to higher achievement for all students. The original Spring application deadline of Mar. 13 has been extended to allow members more time to apply for these grants. There are three mini-grants for members to choose from:



- 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, and members are eligible to receive one Mini-Grant per year. These Mini-Grants are separate from the Teacher Dream Grant; all CEA Mini-Grants are funded completely through the CEA Foundation. Only CEA members are eligible to apply for the Mini-Grants. Members are strongly encouraged to think about innovative programs, units and/or clubs they personally fund.

To retrieve the application form, go to the CEA website and click on the Forms/Resources tab. Scroll down to "CEA Foundation Mini-Grant" then click on the "Spring 2020 Application" link. Completed applications should be turned in to the CEA office no later than 4:30 p.m., Mar. 25, 2020.

2020 Primary Early Voting Has Begun

Ohio's 2020 Primary Election will now be held Tuesday, Mar. 17. This year's election falls on St. Patrick's Day. Due to the extremely gerrymandered electoral districts in our state, often times the Spring Primary Election decides the outcome of the General Election in November. Even though the Primary Election is Mar. 17, you can vote early in-person at your county Board of Elections. In Franklin County, you may vote at the Franklin County Board of Elections, 1700 Morse Rd. Advance hours are:



- Monday, Mar. 9–Friday, Mar. 13, 8 a.m.–7 p.m.
- Saturday, Mar. 14, 8 a.m.–4 p.m.
- Sunday, Mar. 15, 1–5 p.m.
- Monday, Mar. 16, 8 a.m.–2 p.m.

Special Notes

- ❑ The Annual CEA Book Drive will run through Tuesday Mar. 31. We are asking every member to donate a minimum of two new books appropriate for children reading on the primer through third grade reading level. Books and entry forms for the VISA gift cards can be dropped off at the



CEA office through 4:30 p.m., Thursday, Apr. 9. Thank you, in advance, for your donation.

- ❑ 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 on PD Planner for **Let's Give Them Something To Talk About: Using Student Conversation to Increase Student Achievement**, Hudson, Tuesday, Mar. 10, 4:30 p.m. and **Infusing Technology In Your Classroom**, Hudson, Tuesday, Mar. 24, 4:30 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.



- ❑ Apply for a CEA Scholarship—Do you have a child graduating high school? Applications are due no later than 4:30 p.m., Friday, Mar. 27. Applicants must be the children of a CEA or CEA-R member for their dependent(s) to be eligible. Download the application at <http://bit.ly/ceaspringschol2020>. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205.



- ❑ 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. To download a declaration form, go to <https://bit.ly/2GvckUK>.

- ❑ Article 211: Alternative Interview Panel Approvals: The deadline to apply for an alternative interview panel for Round 1 in the Article 211 process expired Feb. 27. As of the time this issue of *The CEA Voice* went to press, requests from the following units had been granted: **Beatty Park ES, Cedarwood ES, Cranbrook ES, Dominion MS, Duxberry Park ES, Early Childhood Education, Gifted & Talented, Ohio Ave. ES, Parsons K–6, South HS 7–12, South Mifflin STEM Acad. PreK–6, Special Education Coordinators, Walnut Ridge HS, Whetstone HS, and Yorktown MS.**

- ❑ CEA Spring Elections: The following positions will be filled: CEA Vice President, Middle School Governor-At-Large, 2020 NEA Local Delegates, 2020 NEA State-At-Large Delegates, and 2020–21 OEA Delegates. Voting began Tuesday, Mar. 3, and will end Tuesday, Mar. 17. Ballots will be collected and tallied by the Elections Committee Wednesday, Mar. 18. The positions of CEA President and District Governors are not mentioned because they are running unopposed. Call or text Neil Moore, CEA Elections Secretary, at (614) 264-2188 with any questions.