

A Message from the CEA President

CEA members,

As you know, last week CEA filed a grievance and demanded to bargain regarding changes to the CCS mandatory reporting policy formalized by Administrative Guideline 8462. Yesterday, we received a reply from the Director of Labor Relations. The district has rescinded the changes, including the burdensome requirement to report to both law enforcement and children's services. This is a win not just for CEA members, but also for our students. The law is designed to make reporting as easy as possible in order to protect children. We do not want added burdensome reporting requirements (to multiple entities) to discourage members from reporting, nor do we want members subject to discipline for making a good faith effort to fulfill their mandatory reporting duty. Thanks to our determination to enforce our contract and collective bargaining rights, we can now be sure members and students are protected consistent with the intent of the law.

Effective immediately, CEA members should resume reporting suspected abuse or neglect to Children Services or a local law enforcement agency (any sworn law enforcement officer). Your principal should also be notified, a requirement which was never changed. If you have further questions, please don't hesitate to contact your Faculty Representative or the CEA Office. Remember, when we fight for the schools #ColumbusStudents-Deserve, we win!

In Solidarity,



John Coneglio
CEA President

Internet Reimbursement

Pursuant to the Memorandum of Understanding between Columbus City Schools and CEA concerning remote learning, teachers and other certificated personnel in CEA have the ability to seek reimbursement for additional Internet costs if those costs were necessary to provide online instruction to students. In order to request reimbursement, the employee needs to send an email to employeerelations@columbus.k12.oh.us requesting the reimbursement and provide:

1. The Internet bill(s) for the period of online instruction;
2. An Internet bill dated between 10/15/19 and 3/15/20 to establish previous Internet/mobile data cost. If an employee had no previous Internet service, a statement to that effect would suffice.
3. Proof (or statement) that the employee was unable to utilize available free Internet (i.e. through Spectrum introductory offer, etc.)

Employee Relations will calculate the amount to be reimbursed (up to the limit of \$50 per month) and forward a request for payment to the Office of the Treasurer. An employee may submit a request for reimbursement on a monthly basis, or submit one request after the end of school to cover the period of online instruction. All requests for reimbursement must be submitted no later than 5 p.m., June 30, 2020, to be considered for reimbursement. Please email the Employee Relations email address above or your CEA representative if you have any questions.

Take Action: Urge Portman to Support Federal Education Funding

States around the nation are bracing for budget shortfalls due to the coronavirus health crisis. This week, Ohio proposed \$475 million of cuts in education funding (including over \$9 million in cuts to CCS) over the next two months, in anticipation of a revenue shortfall of more than \$2 billion in the fiscal year that ends in June. CEA and OEA are fighting to make sure education is a priority in local and state budgets, but it is clear that additional federal resources are needed to mitigate the loss of revenue.

Our national affiliate, the National Education Association, is working with congressional leaders to create a \$175 billion Education Stabilization Fund to support state and local education. These funds will help support the safety and well-being of students and educators and will require congressional legislation.

Senator Rob Portman (R) is a key player. He has already said that Ohio's local governments need federal aid. Please urge him and other members of the Ohio Congressional delegation to act now to provide that assistance, and to include \$175 billion for state and local education, in the next COVID-19 relief package. OEA has created a sample email and all that is required are a few minutes to fill in your contact information. Take action today at: <https://www.ohea.org/actions/action-alert-april-14/>.

Dependent Eligibility Audit for Newly Added Dependents

To ensure that only eligible dependents are covered under our health plans, Columbus City Schools has retained the services of HMS to conduct dependent eligibility verification. This program helps the district to make sure their plans are compliant, competitive, and cost effective. It helps manage overall plan cost, which benefits all CCS employees.

If you have newly-added dependents recently enrolled in the medical plan provided by Columbus City Schools, you will receive an email to your CCS email account requesting you to submit documentation that verifies the eligibility of your dependent(s). To help you prepare for this, please see the list of acceptable documents below. You may want to gather them in advance of receiving the email from HMS to help ensure a timely response.

Spouse	A current legal spouse of an eligible CCS employee	1. Original certified or uncertified copy of marriage certification issued by county registrar - with appropriate signatures (certificates issued by religious institutions will not be accepted) AND
		2. a. Page 1 and signature page of employee's most recent Federal Income Tax Return (1040, 1040A or 1040EZ) listing the spouse; OR 2. b. Page 1 and Certificate of Electronic Filing of employee's most recent Federal Income Tax Return (1040, 1040A or 1040EZ) listing the spouse
Biological, Adopted, Stepchild or Foster child under age 23 for dental and under age 26 for medical and vision	Child can be married or unmarried (child's spouse and any of the child's dependents are not eligible for coverage.) Child does not have to live with parents, be an IRS dependent or a student. -For dental - dependent will be removed the day he/she turns 23 -For medical and vision - dependent removed from coverage at end of month dependent turns 26	Birth Certificate
		Child Support Court Order
		Adoption Court Award Guardianship Court Award (until age 18)
Disabled Coverage Dependents	Opportunity to continue medical coverage only beyond normal age limit	Proof of handicapped status verified by dependent's physician.

If you have been contacted by HMS to verify your dependents and have questions, you can call them at 1-866-868-8991,

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 821 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.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board failed to provide the sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes.	That the Board provide a sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes and that NO REPRI-SALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	Step II Hearing pending.
East Columbus ES Jamie Spreen	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of East Columbus ES, Jamie Spreen, failed to provide appropriate administrative support to the grievants in the discipline of their students.	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRI-SALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step 1 Hearing pending.

Continued from Page 1

8 a.m.–8 p.m. EDT. The **deadline to end the current audit of dependent eligibility is Friday, May 22.**

Documents can be faxed to 877-223-8478 and uploaded on the web portal www.VerifyOS.com.

Become an Approved PDS Course Requester

The Columbus Local Professional Development Committee (LPDC) is offering web-based training sessions to learn how to become an approved PDS Course Requester in the CCS PD System. Attending this training will enable you to enter in-district professional development (including TBTs) into the PDS so that eligible educators may earn CEUs for their participation. This training will cover both the compliance components for entering courses for CEU purposes as well as walk through the course proposal process in the PDS.

The LPDC will also have web-based information sessions for those needing assistance in creating an Individual Professional Development Plan (IPDP). All educators with five-year Professional Licenses in Ohio must have an approved IPDP on file in order to earn credits toward the renewal of that license (for more information about the renewal process of a 5-year license, <https://www.ccssoh.us/Page/2288>).

Note: This does not apply to substitute teachers who renew licenses directly through the Ohio Department of Education.

You can find upcoming training dates in the PDS by entering the course number (35825 for PDS Course Requester Training and 35904 for IPDP Support Sessions) into the search bar under the Course tab in the title bar—<https://ccsoh.truenorthlogic.com>.

Summer School Update

The Columbus City Schools Summer Virtual Academy will take place from June 15–July 23. This opportunity for students will mirror the district's Virtual Learning Academy and utilize the district platforms that are currently in place. For those who have previously submitted applications, note that the district will no longer offer face-to-face options this summer. For those teachers who are still interested in applying, the application remains open online at <http://columbus.k12.oh.us/summerschool>. More specific information about the CCS Summer School Virtual Academy will be forthcoming. If you have questions, please contact Emma Corbin at ecorbin5214@columbus.k12.oh.us.

CEA Spring Election is by Mail

Due to the COVID-19 school shutdown, at the request of the CEA Elections Committee and Elections Chair, and upon consultation with the Ohio Education Association, the CEA Board of Governors voted to invalidate the election. The Board also voted to run a new, fully mail-ballot election conducted by a secure third party vendor; YesElections.

YesElections is a full-service election management company with more than a decade of experience. The company has been utilized by our Union's state and national affiliates (OEA and NEA) and has administered complex elections throughout six continents with millions of votes processed annually. We have full confidence that during this challenging time, invalidating previously cast votes

and utilizing a mail-ballot process through YesElections is the most secure, fair, and timely way to conduct CEA elections.

The mailout of ballots to the home address on file of all CEA members began on May 15, 2020. Voters will receive detailed instructions along with their ballots. May 30, 2020, will be the last day for receipt of ballot returns at the YesElections office and the close of the elections. On June 2, 2020, the results will be reported to CEA.

It is important to reiterate that if you voted utilizing the traditional process prior to the COVID-19 shutdown, that ballot has been invalidated and you will need to cast a new ballot using the YesElections mail-ballot process. If you have additional questions or concerns about the 2020 CEA elections process contact CEA Elections Chair, Neil Moore at senyormoore@gmail.com.

ABCs Continue Virtually

As we all know, these last few weeks have been an extremely trying time. Distance teaching and learning is new for all of us. Many of us are struggling, with learning new platforms, new job expectations, increased workload, demands from principals, trying to work from home with many distractions, and educating our own children in some cases. However, despite these new challenges, the *CEA Master Agreement* and the recently negotiated Memorandum of Understanding are still in effect. These documents should be your guide to solving building level problems. We are asking teachers to send their ABC concerns to their Senior Faculty Representative so that the committee can hold a virtual ABC meeting. All bargaining unit members in each building are allowed to attend ABC meetings.

Now, more than ever, you have the opportunity to attend your building's virtual ABC meeting. Senior Faculty Representatives should continue to forward ABC minutes to CEA Vice President Phil Hayes at hayesp@ceaohio.org

Your Union would like to thank the following schools/units that have submitted ABC minutes since the extended closure began: **Independence HS, School Social Workers, and Shady Lane ES.**

Evaluation Appeals

The Joint Evaluation Panel (JEP) has approved an Appeals Process for the following:

- Educators that have an overall Final Summative Rating of "Ineffective"
- Educators that have an "Ineffective" performance rating
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error

Pursuant to the Evaluation Grievance Settlement, post-conferences conducted in a virtual manner after Mar. 13, 2020, may be used for the purposes of completing a bargaining unit member's evaluation. However, if a bargaining unit member believes that their post-conference did not meet JEP standards, they may file an appeal due to a procedural error.

The Evaluation Appeal Form will be available on the ILEAD website beginning Monday, May 11. To file an appeal, submit the completed form, along with all appropriate documentation, to Teri Mullins (tmullins@ceaohio.org) at CEA no later than 4:30 p.m., Friday, May 22. The JEP will review appeals the first week after school ends.

Continued on Page 3

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 has been extended indefinitely.

- 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. The deadline for completed applications has been extended until further notice. Completed applications should be emailed to Kathy Wilkes at wilkesk@ceaohio.org.

Special Notes

- ❑ **Apply for a CEA Scholarship**—Do you have a child graduating high school? The CEA Spring Scholarship deadline is **4 p.m., Friday, June 12**. 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/ceaspring-schol2020>. If your application has been submitted you do not have to resubmit. We will continue to accept any documents that are required for your application. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205. Contact Kathy Wilkes at wilkesk@ceaohio.org if you have questions.
- ❑ **Teachers' Dream Grant Deadline Extended**—This grant provides an opportunity for all teachers to apply for individual school-based grants from \$500–\$5,000 focusing on academic enrichment, increasing student achievement, closing the achievement gap, improving school/community relations, improving classroom learning climate, and promoting social justice. The **online-only** application deadline has been extended to **Friday, May 29, 2020, at 4 p.m.** For further information, see the district website or contact Andrea Richardson at (614) 365-5733. Go to <http://www.columbus.k12.oh.us/dreamgrant> to submit your application and enter your ILEAD login name and password.