Memorial Day: Remember the Fallen

The Memorial Day weekend carries a lot of associations. It is the weekend when the pools open for the summer. It’s the last three-day weekend before the end of the school year. But it’s also a time of remembrance and reflection. Did you know that Memorial Day began with freed slaves taking time to bury the graves of these soldiers. By 1890, most of the Northern states were celebrating the holiday. Southern states adopted the tradition, too, but on different days throughout the year. Let’s take a few moments to remember those who gave their lives to defend our freedoms. Some of them may be your family members and, for their service, we are grateful.

Contract Distribution

CCS Human Resources will be distributing contracts and salary notices beginning Tuesday, May 26. Contracts will require a teacher signature; salary notices do not require a signature. The contracts and salary notices will be delivered to individual teachers via email to their Columbus City Schools email account. The following communication was sent to all teachers on Friday, May 22.

Date: May 22, 2020
From: ContractQuestions@columbus.k12.oh.us
To: CEA
Subject: Teacher Contracts for the 2020–2021 School Year

Human Resources will be distributing contracts and salary notices by division and department next week. Contracts will require a teacher signature; salary notices do not require a signature. The contracts and salary notices will be delivered to individual teachers via email to their Columbus City Schools email account.

Process Details:
• Contracts will be sent from ContractQuestions@columbus.k12.oh.us to individual teachers via email.

Contract Distribution Date: May 26, 2020

Teacher Responsibility

• Each teacher will be responsible for printing and signing his/her own contract. They will need to print and sign the contract and return to ContractQuestions@columbus.k12.oh.us either by scanning the document or taking a picture to attach to their district email. Teachers will be advised that they need to return the contracts within one week to ensure that all contracts are submitted by deadline, June 5, 2020. Salary notices do not require a signature, nor are they to be submitted to Payroll.

Frequently Asked Questions

• Where should questions be directed?
  ☑ For the quickest response, please direct all questions to ContractQuestions@columbus.k12.oh.us.
  ☑ What if a specific teacher didn’t receive a contract?
  ☑ The teacher may be on a continuing contract and therefore will receive a salary notice which does not require a signature and does not need to be submitted to Payroll.
  ☑ The teacher has not completed the requirements for renewing their license so we are unable to renew their contract at this time.
  ☑ The teacher is on a leave of absence and will receive their contract when they return to work.

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 option to seek reimbursement for increased Internet costs if those
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) is 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 reprimands be taken against any member of the bargaining unit because of the filing of this grievance and that NO reprimands be taken against the grievant or any other bargaining unit member due to the filing of this grievance.

That reprimands shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the grievants in the discipline of their students.

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 REPRIMANDS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.

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 grievants in the discipline of their students.

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 REPRIMANDS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.

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: Burroughs ES, ECE, Linden STEM ES, OT/PT, School Counselors, and School Nurses.

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-school2020. 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. To submit your application go to http://www.columbus.k12.oh.us/dreamgrant and enter your ILEAD login name and password.

CEA Office Contact Information

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