

Remember 9/11: Day At Home

It's hard to forget the dark day of Sept. 11, 2001. On that day, we ceased to be separate neighborhoods and groups. In a moment, whatever differences may have existed between people throughout the country were instantly dissolved and rendered trivial compared to our fundamental compassion and concern for the well-being of others. There is a way to honor the memories of the more than 3,000 people who died that day. On Dec. 18, 2001, Congress designated Sept. 11 as Patriot Day, or the National Day of Service and Remembrance. Each year we honor those who died in the terrorist attacks. In commemoration, U.S. flags should be flown at half-staff and Americans observe a moment of silence beginning at 8:46 a.m., the moment the first plane crashed into the World Trade Center.



This year, as a result of the pandemic, the focus of how 9/11 is observed has changed. This year, on behalf of the 9/11 Community, observe 9/11 Day by planning, performing, and sharing (via social media, #911day) at least one good deed, service activity, or act of kindness—and to do so safely through virtual or socially-distanced means.

Normally service activities on 9/11 are intended to traditionally honor those lost on 9/11 as well as pay tribute to first responders and members of our military who rose in response to the terrorist attacks. This year, to honor 9/11 Day, please engage in charitable service in remembrance of those who have tragically lost their lives to COVID-19 and in honor of today's first responders including our nation's healthcare workers, EMS personnel, nursing home employees, essential workers, and others on the front lines of the pandemic. More information is available at <https://911day.org/>. Also, visit www.serve.gov for more information.

They Labored for You

Despite its name, it is easy to forget what Labor Day is really about. Officially established in 1894, Labor Day honors the American worker and acknowledges the value and dignity of work and its role in American life.

CEA is an important part of this picture. Your Association, and all of the nation's organized labor associations, stands strong to protect worker rights. There are about 14.5 million wage and salary workers who belong to unions. They are the descendants of those who fought hard and endured violent retaliation to win the protections we and, in fact, most workers throughout the country enjoy today. Not only have unions pushed for fairer wages resulting in better pay for all workers, but their work has also resulted in a number of significant reforms.

In 1937, Congress passed the Fair Labor Standards Act creating a federal framework for a shorter work week and regulation of child labor. Negotiations over war time wage caps in the 1940s led to a widespread offering of employer incentives including health insurance, which became standard by the 1950s.



Unions also led the battle for the Family and Medical Leave Act signed in 1993. It provides workers in companies with more than 50 employees the right to a maximum of 12 weeks of job-protected unpaid leave annually to care for newborns, newly adopted children, and ill family members. As you begin the 2020–2021 school year with your students after Labor Day weekend, feel proud that you are part of the movement that remains committed to protecting the American worker.

The Reform Panel: Don't Be Afraid

Sometimes individual schools require changes to the *CEA Master Agreement* or district policy.

That is why we have the Reform Panel, detailed in Article 1503 of the *CEA Master Agreement*. The panel is a joint committee between CEA and the CCS administration that considers requests for variances to the Agreement.

Following a meeting several weeks ago, it seems that an unspoken fear of taking something to the Reform Panel has taken hold among secondary building principals. Your Union is not sure why this is the case. Perhaps building principals aren't allowed to bring something to the Reform Panel without the approval of their Area Superintendent. It could be that building principals have been told that bringing a variance to the Reform Panel is a "gamble" because the panel might deny the variance.

When variances have been denied in the past, it is most often because the variance process has not been followed. In rare occasions, the Reform Panel has denied a variance because it cannot be accomplished due to financial, policy, or statutory reasons.

It is important to remember that the Reform Panel process allows us to implement new innovative ideas without violating or renegotiating our contract. When teachers want changes, for instance a different schedule or a policy requiring student uniforms, teachers may develop a proposal and take it first to the Association Building Council (ABC) who will conduct a vote. If two-thirds of the staff approves the request, it may go to the Reform Panel.

Your principal and the Senior FR must sign the proposal. The Reform Panel is there to help you implement new programs that will benefit your students. The required documentation for the Reform Panel is available on the CEA website under the "Forms" tab.

If you have questions about the Reform Panel, please call CEA President John Coneglio at CEA at (614) 253-4731.

Student Attendance

Recently, the Department of Accountability put out a document entitled "Remote Learning and Blended Attendance Procedures." This document provides instructions to CEA bargaining unit members on how to take, change, or modify a student's attendance/participation in Infinite Campus.

CEA bargaining unit members are not required to take, change, update, or modify student attendance nor should they.

Per the MOU and Attachment A Part 1, Content Area

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The CEA Master Agreement is set to expire in fewer than 708 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.

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Teachers description numbers 20-21, CEA bargaining unit members are required to:

20. Teachers are expected to review attendance on an ongoing basis. If the teacher observes a trend of non-participation or non-attendance the teacher contacts the student/parent or guardian to determine what factors may be preventing the student from participating. This shall be recorded in the Personal Learning Plan/Contact Log (PLP) daily as to whether they were successful or unsuccessful in their attempt to contact the student/parent or guardian. Student and/or parents log in the student's attendance on a daily basis within their student or parent portal. Teachers will receive training about how attendance is taken and logged for synchronous and asynchronous learning.
21. Teachers shall review student participation/attendance records via Infinite Campus Instruction and document any participation/attendance discrepancies in the PLP log. The teacher will email the principal when a discrepancy is documented. (The attendance secretary will continue to process any excused absences per Board policy.)

If you are directed to take, change, or modify a student's attendance by your administrator, please notify your administrator of the above-referenced negotiated language. If you are still directed to take attendance, please contact the CEA office so that we may file a grievance on your behalf.

Phone Calls

In negotiations, the Board's team informed your CEA Bargaining Team that the district would be purchasing Zoom for Remote Learning. Additionally, they informed us that they would be purchasing a Zoom add-on that would allow district staff to make outgoing and receive incoming phone calls through the program.

On Tuesday, Sept. 1, your Union was notified that the district had not actually purchased the Zoom add-on as they had promised. We were provided the following information on Wednesday, Sept. 2, from the District's Chief Information Officer through Human Resources:

- Currently, teachers can schedule a Zoom meeting, provide the student/parent with the phone number attached to that meeting, and speak with the student/parent through Zoom. Questions about Zoom can be directed to ccszoomsupport@columbus.k12.oh.us.
- IT is working on another solution that we expect to be in place in 6-8 weeks. This solution allows a staff member to make and receive calls from their computer without setting up a meeting.

In light of this most recent development, your Union wants CEA bargaining unit members to know the following:

You cannot be required to use your own personal device to perform work-related tasks; this includes making phone calls to parents or students. CEA strongly recommends using district devices as your personal device could be subject to records requests or subpoenas if you use it for work purposes.

You cannot be required by your administrator to "come in"

and make phone calls.

If you are directed to make phone calls to parents or students by your administrator, please advise them that pursuant to the MOU 2 (j) and (c):

- j. No CEA bargaining unit member shall be directed to communicate electronically with students and/or families by any method other than a BOARD-owned communications platform (i.e. District Email, Google Classroom, etc...).
- c. The BOARD shall provide to CEA bargaining unit members all technology hardware and software necessary to complete assignments and directives. Requests for BOARD technology shall be made to the CEA bargaining unit member's immediate supervisor.

In an email to your supervisor, request the necessary technology hardware/software to accomplish your assignment. Please feel free to include the language above. **If you are further directed to make work-related phone calls, please call the CEA Office so we may file a grievance on your behalf.**

If you have further questions, contact the CEA Office.

Guidance re: Grading Work from Previous Quarter

This past spring, CCS decided that students will have until Sept. 15, 2020, to submit classwork to support a grade change (i.e. Incomplete to Pass) for the fourth quarter of SY19-20. The teacher of record of a student that makes such a request has the opportunity to grade the work and make the determination if a grade change is warranted. Pursuant to an MOU entered into with CEA, any teacher who elects to grade the work from the previous quarter will be paid a stipend of not less than 10 hours. If a teacher spends more than 10 hours grading these assignments, the teacher will be paid an additional \$34.64 per hour.

Insurance Plan Update

CCS has a self-funded insurance plan. In this type of insurance plan, claims are paid from the money collected for members' insurance benefits. Claims are only paid out when they occur. If claims are consistently lower than expected, money collected from members' insurance premiums remain in reserve. Higher than expected claims result in a quicker depletion of the self-funded plan reserve and cause future premium costs to increase.

From 2017-2020, CEA members experienced an overall 12.7 percent increase in their insurance premiums. This cost increase has been caused by a variety of factors including, but not limited to: increased usage, high-cost claims, price inflation increasing the cost of goods and services of health care providers, new medical techniques and aggressive treatments of conditions, and ongoing changes in STRS benefits resulting in a higher number of CCS employees using our insurance for high-cost claims prior to enrolling in STRS insurance.

The number and amount of claims paid out from the insurance fund has been slightly higher than last year. As a result, CEA members' premiums will increase for the 2021 calendar year by one percent.

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Earning CEUs For Synchronous PD

On June 3, 2020, the CCS LPDC modified the attendance requirements for Synchronous Online Professional Development delivered within the district. Prior to June 3 online PD sessions had to be recorded in order to document attendance and award CEUs.

Revised June 3, 2020:

PDS Instructors will maintain either a recorded copy of the session or collect a record of attendance at the end of the session.

- If the session is recorded, PDS Instructors will also maintain attendance for all participants that received CEUs by printing attendees' names on the CCS District Attendance Form.
- If the session is not recorded, participants are required to complete a Google Form with the participant's name, employee ID number, and time attended (i.e., 4:06–4:59 p.m.) after the virtual/online session is completed. The link to the Form needs to be shared at the end of the virtual/online session. Instructors will allow three school days for completion. The Instructor will file the resulting Google Sheet created by the Form as the printed record of attendance.

East Linden Elementary Named 2020 Hall of Fame School

The Ohio Association of Elementary School Administrators (OAESA) announced that East Linden Elementary School, in the Columbus City School District, has been selected as a 2020 OAESA Hall of Fame School.

The Hall of Fame School Award recognizes schools that engage faculty, students, and the community to provide a quality school experience. The school staff submitted an extensive application documenting the effectiveness of their educational program in several areas. Hall of Fame Schools were selected by committees of OAESA members.

OAESA will recognize winners of the Hall of Fame Award during the OAESA Professional Conference to be held June 16–18, 2021. Principal Cheryl Jones will be presented with the award, including \$1,000 to be used at the principal's discretion.

PAR/CEU Classes

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.

Sept. 22 The Nuts and Bolts of Managing Your Classroom

Oct. 6 Lesson Planning and Delivery: Add Zip & Zest to Your Lesson

Oct. 6 Books Bring Balance-Elementary (Session 1)

Register today on PD Planner for any or all of these sessions.

All classes will be held from 4:30–6:30 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

Only CEA Members Get Free Legal Assistance

CEA offers a members-only Legal Services Plan through the law firm Cloppert, Latanick, Sauter and Washburn featuring reduced rates for those personal matters requiring a lawyer such as developing estate plans, resolving domestic matters and dealing with traffic violations.

Here's how the Basic Plan or the OEA/NEA Attorney Referral Program works: When you become a CEA member, you automatically receive, at a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic relations, consumer protection, and traffic violations. The best thing is that your immediate family is also eligible. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation. There is another plan available as well. The Comprehensive Plan costs more, but provides more extensive coverage for matters such as personal injury at a predetermined, discounted rate. The plan allows you more time to discuss lengthier items such as document reviews. The Comprehensive

Plan also entitles you to attorney time for services such as business dealings, bankruptcy or taxes, and defense in criminal matters; however, these matters do not qualify for the discounted rate. For questions and consultation appointments, call the Cloppert Law Firm at (614) 461-4455.

First Thursdays = CEA

Any events that require the majority of the school staff to be in (virtual) attendance should not be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. If you have questions, consult Section 205.04 of the *CEA Master Agreement*.

September Legislative Assembly (LA)

The first CEA Legislative Assembly of the 2020–2021 school year will be held on Zoom on Thursday, Sept 17. Registration begins at 3:30 p.m. with the meeting starting promptly at 4:30 p.m. All Faculty Representatives should plan to be in attendance. *RSVP* to Michelle Crouse at crousem@ceaohio.org. Be sure to include your name and the building/unit you represent.

Correction: Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides **\$1,500** in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2020 and June 2021 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. To download the application, go to <https://bit.ly/2FXMf3r>.

The deadline is 4:30 p.m. on Friday, Oct. 23. If you have questions, call Kathy Wilkes at (614) 253-4731.

Have you formed your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your *CEA Master Agreement* (Article 202.01). Here are the basics:

- The ABC consists of the building's Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
- All CEA bargaining unit members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.
- Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceaohio.org and your CEA District Governor.

Special Note

☐ **All Resident Educators** are required to attend one of these two **virtual Resident Educator Orientations: Sept. 9 or Sept. 15, from 4:30–6:30 p.m.** Register for the session on PDS; registrants will be sent a link to the meeting prior to the session.

At Education First Credit Union (EFCU), school employees are near and dear to us. Established in 1936, by a group of Columbus City School teachers, school employees are the very reason we exist!



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Columbus Education Association

Master Agreement 2019–2022

Remember that your

CEA Master Agreement

is always located
on our website at

www.ceaohio.org/cea-contract/

and click on

2019–2022 CEA Master Agreement