

Election 2020: Important Information Registration

Sooner than you can believe, Election Day will be upon us. However, in order to vote you must be registered. The deadline to register for Ohio's November election is Oct. 5, 2020.

You can register to vote online through the Ohio Secretary of State's website at <https://olvr.ohiosos.gov/>. You will need to provide your name, date of birth, address, driver's license or Ohio ID card number, and the last four digits of your Social Security number. You can also download a paper registration form at <https://bit.ly/2ZLTfHY> and deliver it to your county board of elections.



Requesting an Absentee Ballot

Due to the COVID-19 Pandemic, many Ohioans will choose to vote via absentee ballot instead of in-person voting. In order to vote by absentee ballot, voters must request a ballot no later than Oct. 31 at 12 p.m.



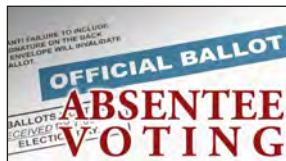
Voters can obtain an absentee ballot in several ways:

- 1) Go online and print your own absentee ballot request form at <https://www.ohiosos.gov/elections/voters/absentee-ballot/>
- 2) Fill out the required information on a sheet of paper listed at <https://www.ohiosos.gov/elections/voters/absentee-voting/>
- 3) Call your local board of elections and ask them to send you an absentee ballot request form.
- 4) If you are already registered to vote, you may have already received an absentee ballot request form in the mail from the Ohio Secretary of State's Office.

Please note that regardless of the method you choose, you will still be required to fill out the request and send it to your local board of elections. Once the board has received your request, they will mail you back a ballot. You can track the status of your ballot application by going to <https://www.ohiosos.gov/elections/voters/toolkit/ballot-tracking/>.

Voting By Mail

Your ballot must be postmarked on or before Nov. 2, the day before the election. You must attach your own postage in order for it to be mailed. Due to concerns about potential mail delays, it is advisable that you mail your absentee ballot back as soon as you receive it. You may also drop your absentee ballot off at your county board of election's secure drop box up until 7:30 p.m. on Nov. 3.



Voting Early In-Person

Early in-person voting begins Tuesday, Oct. 6 at all county boards of elections. The statewide schedule for early in-person voting is as follows:

- Tuesday, Oct. 6, through Friday, Oct. 16: 8 a.m.–5 p.m.
- Monday, Oct. 19 through Friday, Oct. 23: 8 a.m.–6 p.m.
- Saturday, Oct. 24: 8 a.m.–4p.m. and Sunday, Oct. 25: 1–5 p.m.
- Monday, Oct. 26 through Friday, Oct. 30: 8 a.m.–7 p.m.
- Saturday, Oct. 31: 8 a.m.–4 p.m. and Sunday, Nov. 1: 8 a.m. –5 p.m.
- Monday, Nov. 2: 8 a.m.–2 p.m.



Use your Benefits—Assistance is available

From time to time we all feel stressed out. We have a tough job and personal problems on top of everyday challenges can make even the strongest among us feel alone sometimes. Luckily, one of your negotiated benefits is the Employee Assistance Program, also known as EAP. It is a way for you to obtain help with no cost to you for confidential and private counseling services. The program is run by ComPsych, which provides both in person and telehealth (phone, video, and chat sessions) in addition to valuable resources on the website. When you call 800-774-6420, you can get a referral for matters related to work, family, health, and other areas of your life. Referrals include free, short-term counseling for stress, depression, grief, substance abuse, family and caregiving consultation, legal and financial issues, household matters, and personal and family safety. It is a good idea to consider counseling if you:

- Feel overly preoccupied with a problem
- Fail repeatedly to solve it by yourself
- Find yourself denying that a problem exists or hoping it will go away
- Feel that you don't have the resources to solve it
- Feel unhappy most of the time
- Experience problems with family or friends because of it or get tired or sick from it.

ComPsych is also offering a COVID Back to School Resource Guide (<https://bit.ly/33BwuaP>) as well as a Teacher Resource Guide (<https://bit.ly/35IKgLD>). You can access these guides, as well as additional information about telehealth counseling (<https://bit.ly/3mr7N9H>).

ComPsych's website, www.guidanceresources.com, features articles, assessments, webinars, financial calculators, searchable databases, skill builders and more. When you go to the website, use CCS as the company ID to register.

Reform Panel Update

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglio and Supt. Dr. Talisa Dixon. The committee consists of six Association members appointed by the President and approved by the CEA Board of Governors and six members of the administration assigned by the Superintendent. Association members include: Cassandra Daniels (Champion MS), Amy Glowork-Mondillo (Scottwood ES), Kim Ogilbee (Starling K-8), J. Sanchez (Northland HS), Izetta Thomas (ECE), and Angela Zalenski (Elem. Art).

The Reform Panel meets on the third Wednesday of each month to review variance requests. A variance is a requested change to *The CEA Master Agreement* specific to a particular school or unit, generally for a particular period of time. In order for a variance request to be heard by the Reform Panel, a minimum of two-thirds of the CEA bargaining unit members in a school or unit must vote in favor of the variance in a secret-ballot vote held by the Senior Faculty Representative. Variances heard by the Reform Panel require a majority vote to be approved. Neither co-chair votes unless there is a tie.

CEA believes that the best decisions about teaching and learning are made at the building level by the people who work there. Successful districts have moved from centralizing operations and support to building-level support. We have a tool: the Reform Panel, we need to use it.

Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation

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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 REPRISALS 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 REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step I Hearing pending.
Columbus City Schools Board of Education	<p>The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2019-2022 CEA-CCS Master Agreement, including but not limited to Articles 203, 905.01, and 905.04(J), when they unilaterally designated "Department Co-Chairs" and modified the Department Chair position supplemental pay rate at Northland High School.</p> <p>On or about August 31, 2020, the Association was informed via e-mail by Mary Anne Baum, acting in her capacity of Agent of the Board, that management's was asserting it's right to designate "Department Co-Chairs and modify department Chair position supplemental pay citing past practice. The e-mail read, in relevant part:</p> <p>"Columbus City Schools high school principals have appointed multiple Department Co-Chairs over the years and these appointments have not previously required review by the Reform Panel. It is management's position that based on past practice, this would not be required in Northland's case."</p> <p>Arbitrators and courts have routinely held that an assertion of past practice is invalid if the underlying circumstances have significantly changed. The parties overhauled the department chair position entirely during negotiations for the 2019-2022 CEA-CCS Master Agreement, including but not limited to the number of Department Chair positions, job duties, and the rate of supplemental pay. The BOARD's assertion of a "Past Practice" is invalid as the underlying circumstances have significantly changed.</p>	The association requests that the grievant(s) be made whole in every way, including but not limited to the following: The Board shall cease and desist from unilaterally designating Department Co-Chairs and unilaterally altering the Department Chair supplemental pay rate, and shall comply with articles 203, 905.01, and 905.04(J) of the CEA-CCS 2019-2022 Master Agreement.	Withdrawn by the Association.
Columbus City Schools Board of Education	<p>The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Memorandum of Understanding – Return to School 2020-2021 School Year, including but not limited to Sections 2(c) and 2(j), when they failed to provide CEA bargaining unit members technology necessary to complete assignments and directives and directed CEA bargaining unit members to communicate electronically with students and/or families using a method other than a BOARD-owned communications platform.</p> <p>On or about August 26, 2020, the following directives were given via e-mail to CEA bargaining unit members by agent(s) of the Board. The directives read, in relevant part:</p> <p>"Kindergarten Teachers need to begin to contact K families to schedule their KRA-R appointments for the week of September 21- 25."</p> <p>"It is suggested to contact families as soon as possible to allow them to make adequate arrangements for their child to be assessed."</p> <p>The Board has failed to provide CEA bargaining unit members with the technology hardware and software to complete this directive as required by the Memorandum of Understanding – Return to School 2020-2021 School Year Section 2(c), and has directed CEA bargaining unit members to communicate electronically with students and/or families by a method other than a BOARD-owned communications platform in violation of Section 2(j).</p>	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 REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step II Hearing held. Awaiting district response.

Continued from Page 1

of the contract. Here are the variances that have been acted upon since the end of the 2019–2020 school year.

Meeting Date	Building/Unit	Variance Request	Vote Outcome
June	Cols. Gifted Academy	Request for teachers to teach six classes	Approved
June	Beechcroft HS	Request to continue the current modified schedule	Approved
June	School Psychologists	Request to continue the current mentorship program in lieu of PAR	Approved
June	Walnut Ridge HS	Request to block schedule	Approved
June	Walnut Ridge HS	Request to amend parent/teacher conference schedules	Approved
June	Walnut Ridge HS	Request for teacher to teach six classes	Approved
September	Beechcroft HS	Request to amend schedule during remote learning period	Approved
September	Olde Orchard ES	Request to amend Unified Arts schedule during remote learning period	Approved
September	Parsons ES	Request to amend Unified Arts schedule during remote learning period	Approved
September	Georgian Heights ES	Request to amend Unified Arts schedule during remote learning period	Withdrawn

September	Cols. Africentric EC HS	Request to split Department Chair contract	Approved
September	School Nurses	Request to renew school nurse exclusion from the PAR program	Approved
September	School Nurses	Request to renew use of Record Days and PD Days interchangeably	Denied

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2020–2021 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, you must submit the notice of retirement by Friday, Oct. 30, to Human Resources. Go to <http://bit.ly/ccsretireresign> to download a copy of the retirement/resignation notification form or feel free to draft your own.

While we are working remotely, you can email your notice of retirement to Terri Trigg (ttrigg@columbus.k12.oh.us) in Human Resources. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Building Staff Meetings

The recent MOU did not change Article 205 in the *Master Agreement* relating to building staff meetings. CEA bargaining unit members assigned to a school building are required to attend up to two regular building-level staff meetings per month, if called by the principal. Staff meetings should normally be held on Mondays. Additionally, staff meetings should occur at the end of the workday and not extend longer than 45 minutes after the end of the bargaining unit members' workday.

If your administrator violated Article 205 by requiring that you attend building staff meetings that are being held during the workday notify your Faculty Representative or call the CEA Office.

Building Leadership Team Meetings

Your school's Building Leadership Team (BLT) exists as part of the Ohio Improvement Process. The BLT is comprised of a diverse group of staff members. This list of staff members includes, but is not limited to, your administrator(s), department chairs or department leader(s), others individuals representing other TBTs in your school, and your CEA Senior Faculty Representative. Only CEA bargaining unit members who have accepted the department chair or department leader supplementals are required to serve on the BLT. Your school's BLT should not meet during the work day as the person who holds the department chair/leader supplemental should not be performing a paid supplemental within the regular workday. Additionally, CEA bargaining unit members who do not hold the department chair/leader supplemental, but were boarded for hours to serve on the BLT, can only receive payment for hours worked outside the regular workday.

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 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.

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.

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. Course 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)

Oct. 20 Virtual Instruction Platforms

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' 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.

Attend the 2020 Virtual OEA Minority Leadership Training Program

Educators Standing Up and Answering the Call

Friday and Saturday, Oct. 9 & 10, 2020

The OEA Minority Leadership Training Program provides participants, particularly OEA members of color, with the knowledge and skills necessary to successfully serve as leaders at all levels of the Association—local, district, state, and national. The program includes leadership development experiences and support throughout the year to develop each participant's ability to match their leadership interests with leadership opportunities to positively impact OEA's growth as an inclusive and diverse organization.



This training will commence on Friday evening and conclude Saturday afternoon. The program is limited to 60 participants. Members must commit to full participation on both days. The registration is on a first-come, first-served basis.

Early Bird Registration deadline is Sept. 25, 2020 (Register early and receive promotional items shipped to you before the training).

We hope you will join us!

Friday, Oct. 9, 2020 7–8:45 p.m.	Saturday, Oct. 10, 2020 9 a.m.–3:30 p.m.
Guest Speaker Christine Sampson-Clark Executive Committee National Education Association	<ul style="list-style-type: none"> • Training Sessions • Closing Speaker: Patricia Frost-Brooks Past President, Ohio Education Association

Training Session

Option A: Understanding the Association (for first-time attendees)	Option B: Running for Office
Option A: Implicit Bias, Microaggressions and Stereotypes	Option B: Social Justice
Option A: Parliamentary Procedures	Option B: Assertiveness for Experienced Leaders
Unconference (Whole Group)	

The registration deadline is Oct. 2, 2020. To register, go to: <https://www.cvent.com/d/w7qq1w>

For questions or additional information, contact:
Demetrice Davis
davisdem@ohea.org or 800-282-1500 ext. 3100

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 Representa-

tative, 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.

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.

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