



## New MOU Finalized

### CEA Members,

Your CEA Bargaining Team, Leadership, and Staff are pleased to present to you the full finalized and signed 2020–2021 School Year Memorandum of Understanding (MOU) and Attachments, which you will find at the link below. This 34-page document represents many hours of work over sixteen separate bargaining sessions, including more than 28 hours this week alone. We are pleased to have achieved many gains, particularly in the area of enforceable health and safety protocols—CEA’s number one priority. The MOU and attachments will remain available to you for review at any time on the CEA website by clicking on the “Contract” tab.



It is important to recognize that despite many wins for members, as with any negotiation process we did not achieve everything we wanted. CEA’s position has been, and remains, that the safest option during the current COVID-19 spike remains remote learning for all students and staff. It also remains true that the direction and assignment of work, including work location, is a right specifically delineated to the Board by state law, and not a mandatory subject of bargaining. We were successful in advocating for a reduction in the number of students and staff returning to a blended learning model immediately, but not all.

**To that end, the choice we were faced with as a bargaining team was not whether certain groups would return or not, but whether CEA bargaining unit members who were directed to return by the Superintendent would be covered by mandatory, enforceable health and safety protocols including cleaning, PPE, and distancing requirements, or whether those items would be left totally up to the district as would have been the case with no MOU in place.**

We chose to sign this MOU and ensure that any member who was directed to return could count on enforceable rights to a healthy and safe work environment. We will continue to advocate loudly and forcefully for our members who are directed to return, which will be made easier by our new provisions on data transparency regarding COVID-19 in CCS.

**Finally, take the time to read this entire document, not just the MOU.** For example, an elementary teacher who reads only the MOU document and not the attachments might initially think, due to the language in paragraph 6(b), that their planning time has been reduced to 30 minutes a day during blended learning. However, when that teacher reads the remote learning expectations document on page 10, they will find that they have gained a minimum of 280 planning/preparation minutes on the weekly remote-only day, so that the amount of weekly planning time for all CEA bargaining unit members has actually increased dramatically! It is important to consider the MOU and all Attachments in totality, as they are all equally enforceable rights as a result of these negotiations.

Please find the full MOU and Attachments at: <http://bit.ly/2021MOUCEA>.

In Solidarity,

John Coneglio  
CEA President

This section  
of  
the  
*CEA Voice*  
was left  
intentionally  
blank because  
it contains a  
political  
endorsement.

**The CEA Master Agreement is set to expire in fewer than 653 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
<b>South HS Edmund Baker</b>	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.
<b>CCS Administration</b>	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.
<b>East Columbus ES Jamie Spreen</b>	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 I Hearing pending.

## 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 Glowark- 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 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
October	Burroughs ES	Request to hold one 1.5 hour staff meeting per month on Wednesdays	Approved
October	Walnut Ridge HS	Request to split Department Chair contract	Approved
October	Centennial HS	Request to split Department Chair contract	Approved

## 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 CEUs. Course materials will be provided.



**Nov. 4 Understanding the Power of Assessments (0.2 CEUs)**

**Nov. 4 Books Bring Balance-Middle School (Session 1) (0.1 CEUs)**

**Nov. 17 Google Suite (0.2 CEUs)**

**Nov. 17 Books Bring Balance-Middle School (Session 2) (0.1 CEUs)**

Register today on PD Planner for any or all of these sessions. All classes will begin at 4:30 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

## Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't or can't.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.
- You have the right to the representative of your choice, not your principal's choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don't feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the *CEA Master Agreement*.

## Special Notes

- ☐ **Voting Early In-Person**—Early in-person voting began Tuesday, Oct. 6, at all county boards of elections. **The last day to vote in person prior to the election is Monday, Nov. 2, 8 a.m.–2 p.m.**
- ☐ **Catastrophic Leave Donation Request: Michelle A. Innis-Dorsey** has been approved for **Catastrophic Leave** and is in need of donated days. **To donate**, enter your name at the top of the CCS “**Report of Employee Absence**” form. In the “**Comments**” section write the words, “**Catastrophic Sick Leave Donation.**” Be sure that you and your principal or supervisor sign the form. Indicate on the form which individual you would like your donation directed toward.
- ☐ The **Spring 2021 Fee Waiver online application** will **open** on Nov. 2 and **close** at 11:59 p.m. on Nov. 18. If you have **Priority I or Priority II** status, be sure to **upload the proper documentation** with your online application. **Documentation is required with each fee waiver process.** Your Priority status will change without the proper documentation. Instructions on how to complete the online application can be found at <http://bit.ly/2jhWSjd>. If you have questions, please call Leslie Butler at the Professional Learning & Licensure office, (614) 365-5039. You may also email at [lbutler@columbus.k12.oh.us](mailto:lbutler@columbus.k12.oh.us).
- ☐ **Add Your Name to CEA’s Veterans Day story.**

This is a time for us to pay our respects to those who have served. For one day, we stand united in respect for you, our veterans. Send your **name** and **branch of service** to Bob Hern at [hernb@ceaohio.org](mailto:hernb@ceaohio.org) so CEA can recognize our members who have served.



Remember that your  
**CEA Master Agreement**  
is always located  
on our website at

[www.ceaohio.org/cea-contract/](http://www.ceaohio.org/cea-contract/)

and click on

**2019–2022 CEA Master Agreement**



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**Go to [www.ceaohio.org](http://www.ceaohio.org) to find out more about our Association and how to become an active member.**