

## Senate Introduces School Funding Legislation

This week, Senators Peggy Lehner (R-Kettering) and Vernon Sykes (D-Akron) introduced Senate Bill 376, companion legislation to House Bill 305, better known as The Fair School Funding Plan. The plan represents more than two years of work by legislators, local school leaders, and education finance experts to craft meaningful alternatives to the current way in which Ohio funds its schools.



“For more than 20 years, Ohio lawmakers have failed to remedy the state’s harmful school funding system, which was deemed unconstitutional by the Ohio Supreme Court in the 1997 landmark *DeRolph v. State of Ohio* ruling,” OEA President Scott DiMauro added, “Senate Bill 376 and House Bill 305 represent an important pathway to finally address some of the greatest issues raised by that decision.”

OEA (and CEA) believe Ohio’s current school funding formula is a patchwork of band aids that fails to provide adequate funding. It is neither functional nor driven by what constitutes a high-quality education. The Fair School Funding Plan seeks to base decision making on identifiable student needs and the actual cost of providing a high-quality education. The plan directly funds charter school and voucher students rather than the current district pass-through system. Additionally, the proposal ends the use of gain caps and reduces the number of districts that rely on a funding guarantee.

Due to the advocacy efforts of OEA, and other education organizations, changes were made to previous versions of the House bill that would direct 70 percent of the increased money to the poorest school districts. The plan has a projected six-year phase-in and would provide more than \$1.9 billion in state funding for K–12 education.

## You Are Not Alone: EAP is Here

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, at no cost to you, for confidential and private counseling services. The program is run by ComPsych, which provides supportive resources via phone and website.



You can get a referral for matters related to work, family, health, and other areas of your life when you call **800-774-6420**. 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 a problem by yourself
- Find yourself denying that a problem exists or hoping it will go away
- Feel that you don’t have the resources to resolve an issue
- Feel unhappy most of the time
- Experience problems with family or friends

ComPsych’s website, [www.guidanceresources.com](http://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.

## Paid Holidays: Know Your Leave Balance

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including Thanksgiving and the day after. However, pay for holidays is not a given. Members who are not in a “paid” status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.

## FR Workshop Attendance

We thank all the Faculty Representatives who attended the Virtual CEA FR Workshop on Thursday, Nov. 5. The work you do is vital. You are the core of our organization, bringing the concerns of the membership to our Association leaders and sharing Association news with our members. Thanks to the following units who had one or more members attend the Fall Faculty Representative Training, Thursday Nov. 5:

17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK–8, Binns ES, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Casady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus City Schools Digital Academy, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6–12@Brookhaven, Columbus North International HS 7–12, Columbus Scioto 6–12, Columbus Spanish Imm. K–6, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE@Central Enrollment, École Kenwood K–6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K–6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Gifted & Talented, Hamilton STEM Acad. K–6, Highland ES, Hilltonia MS, Hubbard Mastery School PreK–6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K–8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Liberty ES, Lincoln Park K–6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK–6, Linden-McKinley STEM 7–12, Livingston K–6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Moler K–6, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Ohio Avenue ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K–6, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K–6, Social Workers, South HS 7–12, South Mifflin STEM Acad PreK–6, Southwood K–6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, St. Vincent, Starling K–8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK–6, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS.

## 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 REPRISALS 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 REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step I Hearing pending.
<b>CCS Administration</b>	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Memorandum of Understanding 2020-2021 School Year (MOU) including but not limited to Section 2(b), when they directed CEA bargaining unit members with the job title of Career and Community Resource Coordinator (CCRC) to perform work which is not consistent with the employee's job assignment or outlined in the Instructional Roles & Responsibilities for Academic Services Staff documents incorporated as Attachment A.  CCRC CEA bargaining unit members were directed by CCS Director of Career and Technical Education Celeste Lewis, acting in her capacity as agent of the Board, to perform tasks including but not limited to standing in hallways directing students to classrooms upon arrival beginning on or about 10/30/2020 and ongoing.	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 directing CEA bargaining unit members to perform work which is not consistent with the employee's job assignment or outlined in the Instructional Roles & Responsibilities for Academic Services Staff documents incorporated as Attachment A. The board shall compensate all affected CEA bargaining unit members at the hourly supplemental rate, pursuant to Article 903 of the CEA-CCS 2019-2022 Master Agreement, for each hour or portion of an hour the employee was directed to perform work not consistent with the employee's job assignment or outlined in the Instructional Roles & Responsibilities for Academic Services Staff documents incorporated as Attachment A.	Step II hearing conducted. Awaiting the district's response.
<b>Keisha Fletcher-Bates Trevitt ES</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Trevitt ES, Keisha Fletcher-Bates, subjected the grievant to repeated and/or extreme verbal abuse.	That the principal apologize in writing to the grievants, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control such behavior in the future, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	Step I hearing. Awaiting principal response.

## Capital RA Meets

Nearly 60 delegates participated in the virtual Capital District Representative Assembly on Wednesday, Nov.

11. The Capital District provides professional development and cultural diversity activities for



Columbus teachers. Kriston Crombie Stotik (Centennial HS) was re-elected President by acclamation. Gerry Curran (Independence HS) was re-elected Capital District Vice President by acclamation. The election for the Capital District OEA Board of Directors seat between Angel Dyer-Sanchez and Cassandra Daniels will take place later this month.

The Representative Assembly to elect its officers and to hear briefings from our state education organizations. The program included: Mark Hill, OEA Secretary-Treasurer, presenting an update on the OEA budget, Scott DiMauro delivered the OEA President's report, and Jeff Wensing delivered the Vice President's report. Tom Busher, Capital District Treasurer, presented the Capital budget and updated delegates on the financial position. CEA President John Coneglio encouraged the delegates to donate to the OEA Fund for Children and Public Education. CEA are very proud of the money that we raised for this non-partisan, political-action fund for candidates who support the values of public educators.

## OEA Virtual Town Hall-State Takeovers: Join the Fight to Preserve Public Education

OEA invites you to an important town hall on Monday, Nov. 16, concerning the threat posed by state takeovers of local school districts and its impact on public education and democracy. We will be joined by state legislators from both parties, school board members, teachers, and parent & community leaders. Participants will get an update on the impact state takeovers have on our schools and be provided an opportunity to ask questions to legislators and education leaders. To *RSVP* to the Virtual Town Hall, go to <https://bit.ly/36yoF72>.



## Grants For New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates. Interested teachers should go to <https://bit.ly/GGfirstyear20> to download the application form. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at [jvalentine59@aol.com](mailto:jvalentine59@aol.com) or sent via USPS to 69 Iron Ore Ct., Columbus, OH 43213. Completed grant applications must be received by Dec. 14, 2020. Grant recipients will be notified by Jan. 15, 2021.

## Professional Leave: Don't Wait

CEA is fortunate to have in its Master Agreement (Section 702.16), an item that provides us time to refresh ourselves with professional development. There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop. Due to the COVID-19 Pandemic, all district-related travel has been prohibited, however, Professional Leave is available for online conferences.

Forms to apply for professional leave are available in the "Forms" section of the CEA website or the CCS Intranet, along with the full leave guidelines and the deadline schedule for applications based on the activity date. The fund is usually depleted before winter break, so if you have been thinking about some special training activity, apply as early as possible. Remember, the purpose of professional leave, whether it is for a conference, workshop, or longer program, is to improve the performance of teachers in the classroom

## 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 them-

selves 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*.

## 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. 17 **Google Suite** (0.2 CEUs)
- Nov. 17 **Books Bring Balance-Middle School (Session 2)** (0.1 CEUs)
- Dec. 1 **Books Bring Balance-High School (Session 1)** (0.1 CEUs)
- Dec. 8 **Reset, Refine, & Refresh Your Classroom Environment** (0.2 CEUs)
- Dec. 15 **Books Bring Balance-High 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.

## Save the Date: CEA December LA

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected faculty representatives receive vital updates from CEA officers and staff and vote on important issues affecting your Association and its members. Any CEA member is welcome to attend the LA. **The next meeting** will be held **Thursday, Dec. 3, at 4:30 p.m.**

## Special Notes

- ☐ **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 to whom you are

donating the sick time.

- ☐ The **Spring 2021 Fee Waiver online application** will 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. Go to <http://bit.ly/2jhWSjd> to find instructions on how to complete the online application. If you have questions, 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).

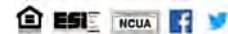
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Some restrictions may apply.

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

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Columbus  
Education  
Association



Master  
Agreement  
2019-2022

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