

CEA Awards Second Group of Mini Grants

Your Union is proud to announce the second recipients of the CEA Foundation Mini Grants. These grants, available to all CEA members align directly with the mission of the CEA Foundation: to empower CEA members to design and implement innovative opportunities that will ultimately lead to higher achievement for all students.



Three types of mini-grants were awarded to members:

- 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. There will be one application window per semester. This will allow members time to reflect on the needs of their classrooms, programs, and students. Members are eligible to receive one Mini Grant per year.

Ronald Bedra, Linden-McKinley STEM 7–12

3D Printing for the Future

Heather Hobbs, Moler ES

Hybrid Learning Models

Lavonne King, School Counselors

Classroom Guidance

Yasmeen Mallory, Livingston ES

ES Spelling City

Erin Peebles, Linden Park ECE

EC Conscious Discipline @ Home and School

Joshua Reynolds, Whetstone HS

Mic Up the Madness

Collin Richardson, Linden-McKinley STEM 7–12

Senior Capstone Curriculum Supplements

Dana Robinson, Forest Park ES

Monthly Homework Learning Bags

Amanda Viau, Columbus City Prep. School for Girls

Library Makerspace

Beth Von Blon, Forest Park ES

Monthly Homework Learning Bags

Sarah Wadsworth, Hilltonia MS

MS EdPuzzle Pro Teacher Subscription

Mischell Woodson-Levey, Southwood ES

ES Staying Safe & Healthy for Back-to-Class

Applying for Unemployment

Recently, the District has been seeing a number of claims filed by bargaining unit members who are working full time and being paid regularly. The State of Ohio Job and Family Services, along with CCS District personnel, are required to process and respond to each one of these claims which will be denied. The District is asking full time teachers to not file a claim if you are being paid your full salary as this takes resources from both the state and the District away from people who are truly unemployed and need the assistance. Please be considerate of people who are not receiving any pay or benefits when you think about applying for unemployment when you are not eligible.

Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR). To download the job-share packet for the 2021–2020 school year, go to the CCS Intranet.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <https://bit.ly/jobshare2122> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m., Thursday, Dec. 17. On Friday, Dec. 18, a list of potential job-share partners will be emailed to each applicant completing the online form to assist in finding a jobshare partner. Each partner's completed job-share packet is due to CCS Human Resources, no later than 5 p.m., Tuesday, Jan. 12. If you have further questions about job sharing, contact Cindy Love at CEA at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

HB 404: Additional Flexibility for Schools, Students, and Educators Due to Covid-19

The Ohio General Assembly has extended flexibility provisions impacting evaluations, licenses, assessments, health screenings, food processing program registration, retirant re-employment, college credit plus, and electronic meetings by public bodies.



House Bill 404 (R-Manchester/D-Sweeney) received final approval from the General Assembly on Nov. 19, 2020. The bill will be effective immediately upon being signed by the Governor. To see a summary of House Bill 404, go to <https://bit.ly/3nMCXrK>.

Legislature Makes Changes to EdChoice Eligibility

Earlier this year, the House and Senate were at an impasse over EdChoice vouchers as more than 1,200 buildings were set to become voucher eligible based on flawed school report cards. Unable to reach a long-term agreement, a freeze in eligibility was enacted carrying the 2019–2020 list of 517 schools forward for the 2020–2021 school year.

This week the General Assembly made changes to eligibility for the EdChoice voucher program. The changes were made by a conference committee for Senate Bill 89. Previously, the House-passed version of SB 89 contained many positive provisions including moving away from pass-through funding of vouchers and dissolution of existing academic distress commis-

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The CEA Master Agreement is set to expire in fewer than 625 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 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.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/District's expanded the citywide testing program (Standards Mastery Test) prior to discussion with representatives of the Association as provided in Article 108.	The grievants shall be made whole in every way, including but not limited to the following: The Board/Administration cease and desist from the current expansion of the citywide testing program prior to discussion with Association representatives as provided in Article 108. We also ask that NO REPRISALS be taken against the grievant(s) due to the filing of this grievance.	Step II hearing conducted. Awaiting the district's response.
Sherri C. Williams Columbus Africentric Early College 6-8	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Columbus Africentric Early College 6-8 Principal, Principal Sherri C William, acting as an agent of the Board of Education for Columbus City Schools, issued a Summary of Conference to grievant without just cause.	The grievant shall be made whole in every way, including but not limited to the following: The district shall withdraw the Summary of Conference issued on or about November 13, 2020 from the grievant's personnel and discipline files. Any record of the Summary of Conference Issued on or about November 13, 2020 which must be maintained by the district as public record pursuant to state law shall contain a notation stating that the Summary of Conference was withdrawn by the Board. The Summary of Conference issued on or about November 13, 2020 or any record thereof shall not be cited as past discipline or referenced in any future employment record or reprimand, warning, or discipline issued to the grievant. There shall be no reprisal against the grievant by any agent of the Board of Education for the filing of this grievance.	Step I Hearing pending.

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sions in Youngstown, Lorain, and East Cleveland. These provisions were removed in conference committee. Instead, new voucher eligibility criteria was put in place that expands EdChoice beyond its current levels, but smaller than the more than 1,200 schools that would be eligible next school year without a change.

The conference committee report was passed by the Senate (23-8) and House (51-36).

OEA opposed the final version of SB 89 as reported by the conference committee as it removed positive aspects of the bill passed by the House and increases voucher eligibility beyond 2020-2021 levels. Vouchers drain needed resources from the 90 percent of students who attend public schools. Diverting resources from public schools has real consequences such as larger class sizes and reduced opportunities for students. Additionally, recent analysis by *The Cincinnati Enquirer* shows that in nearly 9 of 10 cases, the public school district outperforms their private school voucher students on comparable state tests that both groups of students take. Further, SB 89 does nothing to address the problem of pass-through funding that deducts voucher amounts from state aid to school districts, thereby eroding local budgets.

Below is a summary of the provisions of SB 89 related to vouchers:

- Cap: Retains the current cap on number of EdChoice vouchers (60,000 total vouchers with a trigger to increase the cap by 5 percent the following year if applications reach 90 percent of the cap)
- Performance-Based Eligibility: Deletes the current criteria for a school to be EdChoice eligible based on report card performance ("D" or "F" on performance index two out of last three years; graduation rate of under 75 percent etc.)
- Performance-Based Eligibility: Changes performance-based eligibility to a list of schools that meet both of the following:
 - Are in a school district with at least 20 percent Title I eligible students on average over the past three years; and
 - The building was in ranked in the lowest 20 percent of buildings on the performance index
 - For 2021-2022 and the following year, lowest 20 percent for both the 2017-2018 and 2018-2019 school years
 - For 2023-2024, lowest 20 percent for both the 2020-2021 and 2021-2022 school years
 - For 2024-2025 and beyond, lowest 20 percent for

two out of three of the most recent years

- Grandfathering: Current EdChoice voucher recipients maintain their eligibility to renew through 12th grade
- Grandfathering: Students who were eligible for an EdChoice voucher this school year based on the current (frozen) school-based eligibility list (2019-2020 list of 517 buildings)
- Income-Based Eligibility: Increases the threshold of eligibility for the income-based EdChoice voucher from 200 percent of poverty to 250 percent of poverty. (\$65,500 for a family of four). The income-based voucher is paid directly by the state and available statewide.

Bill to Alter Training Requirements for Armed School Staff Passes Ohio Senate

This week, Senate Bill 317 (Coley-Liberty Township) passed the Ohio Senate 21-11. The bill seeks to reverse the recent 12th District Court of Appeals ruling on *Gabbard v. Madison Local School Dist. Bd. of Edn.*, 2020-Ohio-1180, regarding training requirements for arming school staff. This decision is on appeal at the Ohio Supreme Court.

Specifically, the bill would exempt district staff authorized by local school boards of education to carry concealed firearms from a requirement that peace officer basic training be obtained. OEA opposes the legislation. The safety of Ohio's students and school staff necessitates increased training requirements for armed personnel, not less.

The bill now heads to the Ohio House for consideration.

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, 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.

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 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.

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.



- 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.

We Need Your Personal Email Address

We need your personal (non CCS) email address and your cell phone number so we can communicate important information to you. CEA needs to communicate critical information to you by the most expeditious means as possible, and that is not always the *CEA Voice*. We can communicate to you in a moment's notice through text messages and emails. Please send an email with your contact information to Kathy Wilkes at wilkesk@ceaohio.org.

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.
- Professional Leave:** 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.

- 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.**
- Paid Holidays: Know Your Leave Balance**
Section 1501.03 of our contract provides for certain paid holidays throughout the school year, such as winter break. 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.

Correction: The amount of the CEA Member Scholarship listed in the Nov. 23, 2020, issue of the *CEA Voice* was incorrect. The good news is that the correct amount is \$250 greater than reported. **The correct amount is \$1,500 per scholarship awarded.** We apologize for the error.

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Some restrictions may apply.

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

Columbus
Education
Association

cea

Master
Agreement
2019–2022

CEA Office Contact Information

John Coneglio, President coneglio@ceaohio.org
Phil Hayes, Vice President hayesp@ceaohio.org
Tai Hayden, Staff Consultant . . . haydent@ceaohio.org

Cindy Love, Staff Consultant lovec@ceaohio.org
Teri Mullins, Staff Consultant . . mullinst@ceaohio.org
Tom Busher, Budget Director . . bushert@ceaohio.org
Bob Hern, Membership hernb@ceaohio.org

Dorothy Wilson, TLI wilsond@ceaohio.org
Michelle Crouse, Admin. Asst. . crousem@ceaohio.org
Kathy Wilkes, Admin. Asst. wilkesk@ceaohio.org