

## Your Dues Dollars at Work

Our members work hard, and your Association is proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each recipient with a \$1,500 scholarship, funded by a \$10 dues assessment from each member, invested and paid through The Columbus Foundation. This year we have 45 recipients. Since 1995, this fund has awarded **\$1,026,250 in scholarships**. The students listed below will receive CEA Members Scholarships for the 2020–2021 school year:



Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Carrie Apthorpe	Binns ES	Skyler Apthorpe	Wittenberg University	Judith McCormick	Marion-Franklin HS	Katherine McCormick	The Ohio State University
Natalie Baker	Special Ed	Seth Baker	South Dakota School of Mines & Tech	Katherine McKeel	Indian Springs ES	Alexander McKeel	The Ohio State University
Regina Baughman	Special Ed	John Baughman	The Ohio State University	Sydney McKeel		Sydney McKeel	The Ohio State University
Carene O'Connor	CAHS	Abigail Bressoud	Purdue University	Jody Minter	Forest Park ES	Prestin Minter	Ohio University
Amy Page	Alpine ES	Jack Campbell	Bowling Green State	Diana Moore	Cedarwood ES	Erin Moore	The Ohio State University
Susan Casto	Scottwood ES	Melanie Casto	Mount Carmel College of Nursing	Jacob Moore		Jacob Moore	The Ohio State University
Nora Claypool	Clinton ES	Maria Claypool	The Ohio State University	Kelly O'Brien	Ridgeview MS	Allison O'Brien	Bowling Green State
Kevin Daberkow	Southwood ES	Kayla Daberkow	Otterbein University	Michelle O'Sullivan	Siebert ES	Kathryn O'Sullivan	The Ohio State University
Melissa Davis	Beechcroft HS	Nora Davis	Otterbein University	Robert Pea	Northland HS	Courtney Pea	University of Akron
Mary Hart	Avalon ES	Clare Dicuccio	Miami University	Angela Rybicki-Place	West Broad ES	Aidan Place	U.S. Military Academy-West Point
Wendy Duhl	Psychologist	Madison Duhl	University of Cincinnati	Tafanie Rose	Special Ed	Madison Rose	Miami University
Cindy Gunn	Indianola Informal K-8	Kyra Gunn	Ohio University	Marie Sais	Psychologist	Antonio Sais	Columbus College of Art & Design
		Felicity Gunn	Ohio University	April Salyer	Ohio Avenue ES	Megan Salyer	Capital University
Phillip Hankins	Buckeye MS	Lyndsey Hankins	Ohio Dominican University	Pamela Seeley	Eakin ES	Makenna Seeley	Ohio Northern University
Rod Hardesty	Medina MS	Emily Hardesty	Ohio University	Steven Schmidt	Columbus Downtown HS	Brynn Schmidt	Capital University
Sheila Heil	Indian Springs ES	Hannah Heil	University of Dayton	Carla Scott	Ridgeview MS	Hailey Scott	Adrian College
Courtney Ingram	Oakland Park ES	Connor Ingram	Ashland University	Angela Stokes	Whetstone HS	Zoe Stokes	Bowling Green State
Theresa Igwebuikwe	South HS	Alexander Igwebuikwe	Miami University	Julie Thomas	Ridgeview MS	Zoe Thomas	The Ohio State University
Peggy Jenkins	Berwick Alternative ES	Taylor James	Hampton University	Laura Valentine	Indianola Informal K-8	Abigail Valentine	Denison University
Kimberly Kile	Sherwood MS	Afton Kile	Saint Leo University	Mary Welch	Scottwood ES	Tyler Welch	The Ohio State University
Laura Mannarino	Columbus Scioto 6-12	Mitchel Mannarino	Ohio Wesleyan University	Carla Phillips	Cols. City Prep Girls	Wendy Phillips	Capital University
Janet Maragos	Special Ed	Eleni Maragos	Mount Carmel College of Nursing	Clayton Wrighter	Columbus Africentric EC SS	Cliff Wrighter	Miami University
Tracey McCarthy	Indianola Informal K-8	Grey McCarthy	Denison University				

## Q&A: Ohio School Funding Reforms with OEA President Scott DiMauro

Starting with the landmark DeRolph decision in 1993, the Ohio Supreme Court has ruled four times that the state's school funding formula, with its reliance on property taxes, is unconstitutional. Now it appears state legislators may finally be doing something about that, with bills in both the House and Senate proposing major school funding reforms. Jenny Hamel, with ideastream®, spoke with Scott DiMauro, President of OEA, about how the legislation will help fix a long-broken system.



### How do the school funding reforms compare with the model Ohio is using now?

I think it takes some very important steps towards addressing the issues that the Supreme Court raised when ruling our current system unconstitutional four times through the door of decision, starting back in 1997.

For one, it reduces the over-reliance on property taxes as the primary means of funding schools. Property taxes will still play an important role, but you're not going to have the over-reliance on property wealth that you see in the current system. When looking at what the state is providing in terms of funding to schools, they'll look at a variety of factors, starting with what's the actual cost of providing a high-quality education to students to address the needs of the whole student. And in deciding how to allocate that cost between the state and local communities, they'll look not only at property wealth but also at the income level of residents of those communities when determining how much the community can reasonably bear as its share of the cost and what the state needs to provide for its responsibility.

I'd like to hone in on the Cleveland Heights-University Heights City School District. I recently spoke with Superintendent Liz Kirby and she was really lamenting the financial impact EdChoice private school vouchers are having on the district. So, what impact will the legislation in Columbus have on districts like those?

Currently, when there are students in a district that take advantage of the state's private options, whether it's to attend a charter school, or as we're seeing increasingly, take state tax dollars [from the local schools] and use that for tuition at a private school – and Cleveland Heights-University Heights has been hit by that more than any other district in the state of Ohio – proportionately, currently, what happens is that the funding gets deducted from the state's aid to the public school district. So, that means that effectively that the local property taxpayers are subsidizing private schools and charter schools. That's wrong. And the good news about this proposal that's coming from legislators in Columbus is that any private options that the state wants to provide will be paid for directly by the state. No longer will districts have their funding deducted to cover the cost of students that aren't attending those local public schools.

### Is this a long time coming?

People have been saying for years that something must be done to change how education funding is allocated in Ohio.

### So why is it finally happening now?

It took a bipartisan group of legislators, led by now House Speaker Bob Cupp, a Republican, and state Rep. John Patterson, who happens to be a teacher and an OEA member from Ashtabula County who have been working on this for years. And now, fortunately, we have a bipartisan group of [state] senators led by Sens. Peggy Lehner and Vernon Sykes, who are taking up this charge so that it's happening in both the House and the Senate. All of these things, I think, are just a testament to persistence.

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**The CEA Master Agreement is set to expire in fewer than 632 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 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.	Based on the information presented at the Step 2 grievance hearing, the Union did not present any evidence that Management assigning CCRC's who are teachers on special assignment (TOSA) to report to the Columbus Downtown High School and Fort Hayes High Schools to assist with providing support duties to new students violated Section 2 (B) of the CEA/Board of Education 10/28/2020 MOU. The support duties consisted of greeting, directing and answering questions for new students and were within the scope of their regular job duties. Furthermore, this assignment which typically last about 20 minutes will be ongoing although the staffing numbers may change. In lieu of the above, the relief requested is denied.
<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.	Grievance denied—employee did not file the grievance within the time frame outline by the collective bargaining agreement.
<b>CCS Administration</b>	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.

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## So we have both a Senate and House bill in Columbus. What should we all be watching for?

What I expect to see happen is that both the House and the Senate will conduct hearings on their respective bills, but they are essentially identical bills. There may be some tweaks that are made along the way. And then after each chamber passes its version of the bill, which again, we hope happens over the course of the next few weeks, before the legislature wraps up its work for 2020 and takes off for the holidays and essentially dissolves because the new legislature is going to be coming in, that they'll reconcile their differences. And we will have this new formula in place. And then that will be the basis for the state budget process that will begin next winter.

## 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.

## 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.

## 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.

## 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.**

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We invite you to see all the great things we can do for you. Membership is easy, with convenient locations in Reynoldsburg, Westerville, and Downtown Columbus. We're online and mobile too! Go to [educu.org](http://educu.org) to see how we can become a financial resource for you or call (614) 221-9376. Join today!



Some restrictions may apply.

## Your Local OEA California Casualty Representative

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

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

and click on

**2019–2022 CEA Master Agreement**

**Columbus  
Education  
Association**



**Master  
Agreement  
2019–2022**



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