

Dr. Dixon's Ask

Dear CEA member:

On Thursday, Dec. 3, Superintendent Dixon addressed the more than 200 delegates at the CEA Legislative Assembly. She thanked teachers for their hard work and dedication to our students during these trying and uncertain times. Dr. Dixon also spoke of the struggles our students and their families are currently facing that interfere with the educational process.

Dr. Dixon recognizes that online learning is a challenge for many of our students. Before the world ground to a halt, we were always concerned about covering as much material as we could; sacrificing depth of content for breadth. Your Union has been advocating from day one that we, as professionals, should be able to narrow our teaching and slow down the content delivery to a manageable pace. Dr. Dixon also recognizes this approach needs to be followed.

In our middle and high schools, the number of failing grades at the conclusion of the first quarter of the 2020–2021 school year has doubled. The increase of failures at the secondary level is not something that is limited to Columbus City Schools—across the nation, schools and districts are experiencing the same thing.

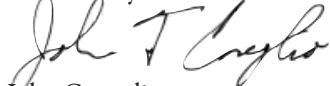
At the Legislative Assembly, Dr. Dixon made an ask to our secondary teachers. Specifically, she asked that we continue to do what we have always done—continue to provide support and remediation to our struggling students. She also asked the members of CEA to consider providing the opportunity for any secondary student to improve their failing grade with a mutually agreed upon progress plan.

The email sent last week to our members by Dr. Dixon, and some of the presentations made by building principals, suggests that this is not a choice; that it is required. Let me be clear, Dr. Dixon reaffirmed multiple times in this meeting that the completion of a progress plan and its execution are voluntary and are subject to the professional discretion of our members. The Faculty Representative in your school/unit who were at the meeting will confirm this.

Your Union knows that our members bend over backwards for our students and that giving grace is something we do without pause on a daily basis. Your Union also knows that, just like lawyers, doctors, and other professionals, having the ability to exercise professional autonomy to do what is best for our students is of paramount importance to our members.

Your Union strongly supports our members' efforts to continue to work with their students, using their professional judgment, and deciding on a plan of action to help their struggling students.

In Solidarity



John Coneglio
CEA President

The Killing of CCS Graduate Casey Goodson, Jr.

The Columbus Education Association was devastated to learn last week that CCS graduate Casey Goodson, Jr. was shot and killed by law enforcement on December 4, 2020, while entering his grandmother's home.

Casey's sixth grade math teacher Malissa Thomas-St. Clair, a veteran CCS teacher and CEA member at Champion Middle School, reflected on the close relationship she maintained with her former student in a now-viral Facebook post. Thomas-St. Clair says Goodson Jr. reached out to reconnect after she lost her own son to violence in 2013: "Casey was my refuel at a time I wanted to throw in the towel. He was my reason to keep pouring my soul into my current students. He became my constant motivation when the frustrations would outweigh the purpose.

Casey did not know each time he randomly checked on me, he was the lighter that would relight my candle of passion when the career barriers seemed to be too much."

On Thursday, Thomas-St. Clair addressed the CEA Board of Governors to share her story as well as her work with the non-profit she founded, Mothers of Murdered Columbus Children, which advocates for families who are victims of violence in our community. Following Thomas St. Clair's address, the Union's Board of Governors voted unanimously to make a two-thousand dollar donation to the organization in memory of Casey Goodson, Jr.

"This summer our Union marched with our community to reaffirm that Black Lives Matter," said CEA President John Coneglio. "The killing of another young man of color by law enforcement, a CCS graduate, underscores how much work is yet to be done. We cannot be silent; Casey Goodson, Jr. deserves justice. CEA calls for a full and transparent investigation into his death and for the structural changes necessary for our students and members of color to feel safe in their own community."

CCS Strategic Plan Survey

Battelle for Kids is partnering with Columbus City Schools to engage the community in developing its strategic plan. As part of that process, the District wants to hear from CEA members about the current state of the District.

This brief survey gathers perceptions about the goals of education, conditions for motivating students, innovations learned during remote learning, and the social context of CCS. Your Union is asking that you complete the survey. Currently just a fraction of our membership have completed the survey; CCS needs to hear from all CEA members.

The results of this survey will be combined with other collected data to inform the current state of CCS—an integral component of the strategic planning process. Note that this survey will close on Friday, Dec. 18, 2020. To take the survey, go to: https://www.surveymonkey.com/r/CCS_Educator_Survey.

Voluntary Staff Reduction Opportunity Coming

Your Association knows that from time-to-time issues arise at your current assignment, especially during your three year commitment. Sometimes bargaining unit members experience strong philosophical differences with the program(s) within their current assignment. Other times, they experience health and/or safety issues within their current assignment.

Bargaining unit members that believe their skills would be best utilized in another assignment within the district have the opportunity to request a voluntary staff reduction from Human Resources. Two reasons can be cited to request a voluntary staff reduction: philosophical differences or health and safety. Individuals who are interested in requesting a voluntary staff reduction must submit their request in writing to HR.

Any full-time contract bargaining unit member can request a voluntary staff reduction. You are not required to inform your administrator, or to ask their permission, to seek a voluntary staff reduction. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administrators. Keep in mind that requesting a voluntary staff reduction is just that—a request. Ultimately it is the decision of HR whether or not to grant each bargaining unit member's voluntary staff request.

The deadline for teachers to submit their request for a voluntary staff reduction based on philosophical differences or

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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.
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.	Based on the above, the requested relief is denied.
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.	No violation of the Master Agreement. We met and discussed it on November 30, 2020. Grievance denied. Awaiting Step II hearing.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Columbus City Schools Board of Education failed to fill certain department chair supplemental positions in accordance with the CEA-CCS 2019-2022 Master Agreement.	The affected bargaining unit members shall be made whole in every way, including but not limited to the following: The district shall fill supplemental department chair positions at K-6 buildings to for both K-5 Literacy or Math and 6th grade English and Math positions. There shall be no reprisals against the grievants by any agent of the Board of Education for the filing of this grievance	Based on the information presented at the Step 2 grievance hearing, there is no evidence to support the Union claim that management has violated Article 203 or Section 905.01 of the CEA-CCS 2019-2022 Master Agreement. The intent of the language was to allow K-8 schools to have an elementary school chairperson and a middle school chairperson. K-6 and Pre-K-6 are considered elementary schools making them eligible to receive a middle chairperson for the 6th grade. In lieu of the above, the relief requested is denied. The CEA Board of Governors has voted to send this grievance to arbitration.
Dr. Tonya Milligan Briggs HS	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Principal at Briggs HS, Tonya Milligan, failed to ensure that the grievant would be paid the full amount, \$3,542, for their coaching service under Section 905.01.	That the principal ensure the grievant is paid the full amount of \$3,542 for their coaching service and that NO REPRISALS be taken against This Bargaining unit member due to the filing of this grievance.	According to 905.04 (B): A senior assistant coach and a senior reserve coach shall be authorized provided the number of participants exceeds twenty-eight (28) and there is a reserve team which plays a regular schedule for the season. The team did not have 28 participants for soccer this past season, the school played in two games before the season folded due to not enough participants to complete the season. This individual was compensated due to the portion of the season that was able to be completed. Step II Hearing pending.
Nikki Myers Salem ES	Salem ES principal Niki Myers, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association-Columbus City Schools 2019-2022 Master Agreement by authorizing the issuance of a Letter of Direction to grievant without just cause.	The grievant will be made whole in every way, including but not limited to the following; The district shall immediately withdraw the Letter of Direction issued on or about December 8, 2020 from the grievant's personnel and discipline files. Any record of the Letter of Direction issued on or about December 8, 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 Letter of Direction issued on or about December 8, 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 retaliation against the grievant by any agent of the Board of Education.	Step I Hearing pending.

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health and safety is 5 p.m., Thursday, Jan. 14. Individuals requesting a voluntary staff reduction must provide specific reasons for making the request. Requests can only be submitted via email using your CCS email to article211@columbus.k12.oh.us. Include in the subject line "Voluntary Staff Reduction Request" followed by your first and last name and employee ID number. Faxed letters will not be accepted.

Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified by HR in late January, however a specific date has not yet been confirmed.

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 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. If you have further questions about job sharing, contact Cindy Love at CEA at (614) 253-4731.

Textbook Committee Nominations Open

Our *Master Agreement* provides CEA members input into vital classroom decisions. Section 504.01 details the agreed-upon framework for one of these, textbook selection. When it is time to review textbooks in a particular subject area, teachers from those subjects participate.

The District will be selecting textbooks for middle and high school science for the following courses:

- Middle School Science: Grades 6–8
- High School: Life and AP Science
- High School: Physical and AP Science

Note: Each grouping above represents a separate textbook committee. Bargaining unit members may only serve on one committee due to the RFQ process.

Here's how the process works:

- CCS posts a notice asking for textbook-adoption committee participants.
- Only teachers from each pertinent subject area and grade level at schools involved elect the nominees.
- Each of the building nominee elections is conducted by its principal and Association Building Council (ABC).
- Nominations should be emailed to CEA President John Coneglio (coneglioj@ceaohio.org) and copied to Kathryn Myers kmyers@columbus.k12.oh.us no later than Friday, Jan. 8.
- Nominations should be on school letterhead signed by both the building principal and Senior Faculty Representative.
- Nominees go to a joint Association and Board committee for a final vote.

Is Your License Expiring?

If your Five-Year Professional License expires in 2021, you were sent an email from Human Resources in November with comprehensive instructions for renewing your license. If you have a Resident Educator License that expires in 2020, you will be receiving an email from Greg Mild in Professional Learning & Licensure. Your teaching license is your most important credential. Please read the email carefully. That detailed email contains specific instructions about the renewal process for this year, including how to complete the online application process through the Ohio Department of Education (ODE) website. Failure to comply with renewal regulations could result in non-renewal from the District.

If your license from ODE is expiring June 30, 2021, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Feb. 1 to be licensed by ODE for the 2021–2022 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.

In addition to the online application, you will need to complete a background check. All fingerprint results must be completed electronically through Webcheck. A permanent certificate still requires fingerprinting every five years. The Human Resources Department, located at 3700 S. High, oversees this process. The CCS Fingerprint

Office is open Monday through Friday, 8 a.m.–4:30 p.m. Accepted forms of payment are credit/debit card or money order made payable to Columbus City Schools. Go to <https://bit.ly/ccsFPsignup> to schedule a date and time to complete your fingerprinting.

If you have any questions about the date of your last background check, or if you do not plan to renew your license, contact Leslie Butler, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us. Any questions concerning CEUs or the license renewal process should be directed to Greg Mild at gmild@columbus.k12.oh.us.

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**, (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.

LA Attendance

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 following is a list of buildings/units that were represented at the Dec. 3 Legislative Assembly:

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 City Prep. School for Boys, Columbus City Schools Digital Academy, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6–12@Brookhaven, Columbus North International HS 7–12, Columbus Scioto 6–12, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, 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, 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, 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, South HS 7-12, 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, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS.

CEA Spring Elections

Our Association's annual elections are fast approaching. The following positions will be filled:

Governors for Districts 3 and 6, 2021 NEA Local Delegates, 2021 NEA State-At-Large Delegates, and 2021-22 OEA Delegates.

Declaration Forms will be available on Monday, Jan. 11, and are due at the CEA office no later than 4:30 p.m. on Friday, Feb. 12. Voting will begin on Tuesday, Mar. 9, and will end on Tuesday, Mar. 23. Ballots will be collected and tallied by the Elections Committee on Wednesday, Mar. 24.

If you have any questions, contact Brittany Herb, CEA Elections Chair, at (440) 225-2631.

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. 15 Books Bring Balance-High School (0.2 CEUs)

Jan. 12 CEA Article 211 Interview Process & Informational Session (0.2 CEUs)

Jan. 20 Make and Take Mini-Session: Edpuzzle (from 4-5 p.m.) (0.1 CEUs)

Jan. 26 Overcoming Trauma (0.2 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.

☐ 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.

Anyone in your building unsure about joining CEA?

If so, send them to www.ceahio.org to find out more about union benefits and how to become a member.

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*A teacher takes a Hand,
opens a Mind,
and touches a Heart.*



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