**CEA and CCS Extend COVID-19 Paid Leave Benefits**

The Columbus Education Association, the Union representing more than 4,000 teachers, librarians, nurses, counselors, psychologists, and other education professionals in Columbus City Schools, announced today that it has reached a groundbreaking agreement with the district to extend COVID-19 paid leave benefits to all CEA members through Mar. 23, 2021. The Letter of Understanding (LOU) remains in effect regardless of a federal extension of the Families First Coronavirus Response Act (FFCRA), which expired Dec. 31, 2020.

“Have we become accustomed to failed leadership from all levels of government throughout this pandemic, so we didn’t want to wait and hope for a legislative extension,” said CEA President John Coneglio. “We applaud Columbus City Schools leadership for this agreement to keep our students, staff, and school community safe by allowing those who are experiencing symptoms, have no childcare, or are subject to quarantine to remain safely at home. We encourage all employers in our city to follow this example.”

In an additional positive development, the district has expressed to CEA its intent to extend the terms of this Letter of Understanding to all eligible CCS employees. Consistent with current agreements and practice, CEA members who are subject to a quarantine order but wish to continue working remotely in lieu of leave will have the option to do so, allowing educators to continue serving students safely.

**Super Severance: Good Attendance Pays Off for Retirees**

If you want enhanced (or super severance) pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. You will receive pay for 50 percent of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 also means you receive more for your unused sick leave. Article 810 of the CEA Master Agreement defines how severance pay is granted. To estimate the amount of your severance pay, access Employee Self Service and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.

Notifications of retirement are being accepted in electronic format only. To submit your notice of resignation, go to https://forms.gle/gpyn96EQAZSmnTY56. The example below represents a retiring teacher with a yearly salary of $97,312 (Master’s at Step 31) with a daily rate of $499.03, 410 sick leave days and 30 personal leave days.

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**Table: Super Severance Pay Estimation**

<table>
<thead>
<tr>
<th>Rate</th>
<th>Per Diem</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1st 100 days x 25% x $499.03 = $12,475.75</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2nd 100 days x 30% x $499.03 = 14,970.90</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3rd 100 days x 35% x $499.03 = 17,466.05</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4th 100 days x 40% x $499.03 = 19,961.20</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5th 100 days x 45% x $499.03 = 22,456.35</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Notice of Retirement

**Notification by Feb. 1**

- Sick Leave: 410 days x 20% x $499.03 = $40,920.46
- Personal Leave: 30 days x 50% x $499.03 = 7,485.45
- Total: $48,405.91

### Notice after Feb. 1

- Sick Leave: 40 days x 30% x $499.03 = $7,485.45
- Personal Leave: 30 days x 50% x $499.03 = 7,485.45
- Total: $74,940.98

*This example is for illustration purposes only and is not intended for use as an official calculation.*

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**Apply for the Teacher Leadership Institute (TLI)**

CEA is seeking 40 CEA members to participate in the 2021 cohort of the Teacher Leadership Institute. Those who are selected and complete the entire experience will receive a $500 completion honorarium and earn 18 CEUs for their work.

The deadline to submit your online application is Jan. 29, 2021. Go to http://bit.ly/CEATL21 to submit your application. Be sure your application is complete. Applicants will be notified of selection by the end of February. For information about applying for this program, contact Dorothy Wilson at (614) 253-4731.

**Unique 211 Opportunity to Apply at World Language MS**

The District’s new World Language Middle School (WLMS) will open at the former Dominion MS location at the start of the 2021–2022 school year. The program will provide a rigorous bilingual language immersion continuum of Spanish and French for rising students from the Columbus Global Academy, as well as the District’s two immersion schools—Ecole Kenwood French Immersion and Columbus Spanish Immersion Academy. All of the vacant positions for this brand-new school will be included in the Article 211 Selective Interview Process.

Please note the following:

- The posting and interview timeline for WLMS, in both rounds, will start earlier than the rest of the District due to the large number of vacancies at the school; dates are detailed in the Article 211 Calendar Revision.
- Offers to selected WLMS applicants will be made at the same time as other selected applicants at other schools.
- CEA bargaining unit members under a three-year commitment in their current position who meet the qualifications for any WLMS vacancy may apply at that school in Rounds one and two. This waiver applies only to WLMS per the MOU signed by your Union and the administration.

If you have any other questions, please contact the CEA Office at (614) 253-4731.

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**Article 211 Calendar—Jan. 5, 2021 (Conducted Virtually)**

<table>
<thead>
<tr>
<th>Date</th>
<th>Event Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday 12</td>
<td>Job Share Packet Due to Human Resources</td>
</tr>
<tr>
<td>Thursday 14</td>
<td>Requests for Voluntary Staff Reduction based on ‘Philosophical Difference or Health and Safety’ due to Human Resources by 5 p.m. (electronically)</td>
</tr>
<tr>
<td>Wednesday 20</td>
<td>Article 211 Training (Mandatory) Location: Virtual via WebEx 9 a.m.-11 a.m. (Departments) 1 p.m.–3 p.m. (Region 2 and Region 5)</td>
</tr>
<tr>
<td>Thursday 21</td>
<td>Article 211 Training (Mandatory) Location: Virtual via WebEx 9 a.m.-11 a.m. (Region 1 and Region 4) 1 p.m.–3 p.m. (Region 3 and Region 6)</td>
</tr>
<tr>
<td>February 5</td>
<td>Administrative Staff Reduction Notification (Please ensure written notification is provided.)</td>
</tr>
</tbody>
</table>

Continued on Page 2
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 on our 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.

<table>
<thead>
<tr>
<th>Building/Dpt/Administrator</th>
<th>Statement of Grievance</th>
<th>Relief Requested</th>
<th>Disposition</th>
</tr>
</thead>
<tbody>
<tr>
<td>South HS Edmund Baker</td>
<td>The CEA/Board Agreement was violated, misrepresented and/or misapplied when the principal of South HS, Edmund Baker, failed to provide sufficient numbers to the classes/students for the classes/students required in the contract; and that no reprimands be taken against any member of the bargaining unit because of the filing of this grievance and that no reprimands be taken against the grievant because of filing of this grievance.</td>
<td>That the principal immediately adjust numbers to make all classes and student loads for teacher(s) in the building compliant with the number of students required in the contract; and that no reprimands be taken against any member of the bargaining unit because of the filing of this grievance and that no reprimands be taken against the grievant because of filing of this grievance.</td>
<td>Arbitrator selected. Arbitration hearing date pending.</td>
</tr>
<tr>
<td>CCS Administration</td>
<td>The CEA/Board Agreement was violated, misrepresented 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.</td>
<td>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.</td>
<td>Step II Hearing pending.</td>
</tr>
<tr>
<td>East Columbus ES Jamie Spreen</td>
<td>The CEA/Board Agreement was violated, misrepresented 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.</td>
<td>That the grievants 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 REPRIMANDS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.</td>
<td>Based on the information presented at the Step 2 grievance hearing, there was no evidence presented that management violated the Master Agreement between CEA/Board of Education. Based on the above, the relief request is denied.</td>
</tr>
<tr>
<td>Sherri C. Williams</td>
<td>The CEA Board Agreement was violated, misrepresented and/or misapplied when the Columbus City Schools Board of Education failed to fill vacant department chair supplemental positions in accordance with the CEA-CCS 2019-2022 Master Agreement.</td>
<td>The affected bargaining unit members shall be made whole in every way, including but not limited to the following: The district shall fill the vacant department chair supplemental positions in accordance with the CEA-CCS 2019-2022 Master Agreement.</td>
<td>Based on the information presented at the Step 2 grievance hearing, there was no evidence presented that management violated the Master Agreement between CEA/Board of Education. Based on the above, the relief request is denied.</td>
</tr>
<tr>
<td>Nikki Myers Salem ES</td>
<td>The CEA/Board Agreement was violated, misrepresented and/or misapplied when the principal of Salem ES, Nikki Myers, in her capacity as agent of the Board of Education for 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.</td>
<td>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 shall be no reprimands against the grievant by any agent of the Board of Education for the filing of this grievance.</td>
<td>Based on the information presented at the Step 2 grievance hearing, there was no evidence presented that management violated the Master Agreement between CEA/Board of Education. Based on the above, the relief request is denied.</td>
</tr>
</tbody>
</table>

Continued from Page 1

<table>
<thead>
<tr>
<th>Deadline to Notify Staff of Reorganizations</th>
<th>March</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Please ensure written notification is provided.)</td>
<td>Tuesday 2</td>
</tr>
<tr>
<td><em>Future reorganizations may be necessary due to vacancies that occur.</em></td>
<td>Round 2 Vacancy Postings only for WLMS</td>
</tr>
<tr>
<td>Wednesday 10</td>
<td>Round 2 Interviews will begin only for WLMS</td>
</tr>
<tr>
<td>Alternative Interview Panel due to CEOA</td>
<td>Wednesday 3</td>
</tr>
<tr>
<td>Round 1 Interview Postings only for WLMS</td>
<td>Round 2 Interviews will begin only for WLMS</td>
</tr>
<tr>
<td>Thursday 11</td>
<td>Round 2 Postings OPEN</td>
</tr>
<tr>
<td>Round 1 Interviews will begin only for WLMS</td>
<td>[All known openings] by 2 p.m.</td>
</tr>
<tr>
<td>Friday 12</td>
<td>Round 2 Postings CLOSER</td>
</tr>
<tr>
<td>Round 1 Postings OPEN</td>
<td>Applications no longer accepted after 5 p.m.</td>
</tr>
<tr>
<td>[All known openings] by 2 p.m.</td>
<td>Tuesday 9</td>
</tr>
<tr>
<td>Tuesday 16</td>
<td>Round 2 Interviews Open Schools &amp; Departments</td>
</tr>
<tr>
<td>Round 1 Postings CLOSER</td>
<td>[All known openings]</td>
</tr>
<tr>
<td>Applications no longer accepted after 5 p.m.</td>
<td>Interview Times are as follows: Elementary &amp; K–8–after 3:30 p.m. Middle &amp; High Schools–after 2:30 p.m.</td>
</tr>
<tr>
<td>Thursday 18</td>
<td>Friday 12</td>
</tr>
<tr>
<td>Round 1 Interviews Open Schools &amp; Departments</td>
<td>Round 2 Interviews Open Schools &amp; Departments</td>
</tr>
<tr>
<td>[All known openings]</td>
<td>[All known openings]</td>
</tr>
<tr>
<td>Interview Times are as follows: Elementary &amp; K–8–after 3:30 p.m. Middle &amp; High Schools–after 2:30 p.m.</td>
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</tr>
<tr>
<td>Tuesday 23</td>
<td>Tuesday 16</td>
</tr>
<tr>
<td>Round 1 Interviews Close Schools and Departments</td>
<td>All Round 2 School and Department Selection Agreement Forms due to Human Resources</td>
</tr>
<tr>
<td>Selection Agreement Forms and Rosters sent by HR to Principals (electronically) by 5 p.m.</td>
<td>(electronically) by 5 p.m.</td>
</tr>
</tbody>
</table>

Grievance denied and the relief requested denied. Step II Hearing pending.
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 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 school email. Faxed letters will not be accepted.

The deadline for teachers to submit their request for a voluntary staff reduction based on philosophical differences or 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 a Google Form, however you may attach a Word document or PDF to your submission. Please note, you will have to be logged into their CCS Google account in order to utilize the online form. To access the form, go to https://bit.ly/211VSR2021.

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 message 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.

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–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/ccsfingerprint 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.

ILEAD/OTES Update

House Bill 404 recently went into effect and provides a variety of temporary provisions for school districts related to the COVID-19 pandemic, including the evaluation process. The district’s OTES, OPES, OSCES, and LSP Performance process is not impacted by the House Bill and will continue as it is currently being implemented. Please note the following in regard to the use of student growth data for evaluation purposes:

- Value-added and/or any other student academic growth data cannot be used to measure student learning attributable to a teacher or principal while conducting evaluations. Thus, the Student Growth Measures component of the evaluation will not be included, and the 2020–2021 OTES and OPES. Evaluations will be based on the Performance component only.
- Any metric used to evaluate positive student outcomes or measure student learning attributable to a school counselor while conducting evaluations cannot be utilized. Thus, the Metric(s) of Student Outcomes component of OSCES will not be included in the 2020–2021 process.

The deadline for the first semester observation cycle of the evaluation process is Jan. 15, 2021. If you have any questions about the completion of your evaluation events, log in to your ILEAD portal at https://www.cscoh.us/Page/2360 or speak with your evalu-
Continuing Contract

It is that time of year to apply for a Continuing Contract. The Continuing Contract application is a Google Form. Bargaining unit members will have to be logged into their CCS Google account in order to access the online form. To complete the online application go to https://bit.ly/CCApp2022.

You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract Article 401.16, to be eligible to receive a continuing contract you MUST have the following:

• A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 5, 2021.
• At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years. If you previously had a continuing contract in Columbus, or another Ohio district, you must have completed two successful years of successful Columbus teaching experience.

Under the new licensing standards, you must also meet the following coursework requirement:

• If you hold a master’s degree at the time of initially receiving a teacher’s certificate/license, then six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
• If you do not hold a master’s degree at the time of initially receiving a teacher’s certificate/license, then thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.

If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2021–2022 school year, you must complete the online application no later than Mar. 5, 2021. If you have questions, email Leslie Butler at license@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.

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.

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.

□ CEA Spring Elections – Our Association’s annual elections are fast approaching. The following positions will be filled: Governors for Districts 3 and 6, High School Governor-At-Large, 2020 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. Contact Brittany Herb, CEA Elections Chair, at (440) 225-2631 with questions.

□ Save the Date: CEA February 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, Feb. 4, at 4:30 p.m.

□ 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 CCE 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 now.

CATASTROPHIC SICK LEAVE DONATION

Catastrophic Leave Donation Request:

Name:

Date:

If you believe that you are donating the sick time, please fill out the form below.

Name:

Date:

Comments:

Takashi Hayden, Staff Consultant...haydent@ceaohio.org
Kathy Wilkes, Executive Asst. ...wilkesk@ceaohio.org
CEA Office Contact Information
John Congolio, President ...congolio@ceaohio.org
Phil Hayes, Vice President ...hayrep@ceaohio.org
Tai Hayden, Staff Consultant...haydent@ceaohio.org
Cindy Love, Staff Consultant...lovenc@ceaohio.org
Terri Mullins, Staff Consultant...mullint@ceaohio.org
Tom Buskey, Budget Director...buskeyt@ceaohio.org
Bob Hern, Membership ...hernb@ceaohio.org
Dorothy Wilson, TLI ...wilsons@ceaohio.org
Jeremy Baiman, OEA LRC ...baiman@oeda.org
Michelli Crouse, OEA Admin. Asst...crousem@ceaohio.org
Kathy Wilkes, Executive Asst. ...wilkesk@ceaohio.org