Reform Panel Update

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglio and Supt. Dr. Talisa Dixon. The committee consists of six Association members, appoint- ed by the President and approved by the CEA Board of Governors, and six members of the administration assigned by the Superintendent.

Association members include: Cassandra Daniels (Champion MS), Amy Glowark Mondillo (Scotwood ES), Kim Ogilbee (Starling K–8), J. Sanchez (Northland HS), Izetta Thomas (ECE), and Angela Zalenski (Elem. Art).

The Reform Panel meets on the third Wednesday of each month to review variance requests. A variance is a requested change to the CEA Master Agreement specific to a particular school or unit, generally for a particular period of time. In order for a variance request to be heard by the Reform Panel, a minimum of two-thirds of the CEA bargaining unit members in a school or unit must vote in favor of the variance in a secret-ballot vote held by the Senior Faculty Representative. Variances heard by the Reform Panel require a majority vote to be approved. Neither co-chair votes unless there is a tie.

CEA believes that the best decisions about teaching and learning are made at the building level by the people who work there. Successful districts have moved from centralizing operations and support to building-level support. We have a tool: the Reform Panel, we need to use it. Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation of the contract. Here are the variances that have been acted upon since the end of the 2019–2020 school year.

### Meeting Date  
Building/Unit  
Variance Request  
Vote Outcome
---
June  
Col. Gifted Academy  
Request for teachers to teach six classes  
Approved
June  
Beechcroft HS  
Request to continue the current modified schedule  
Approved
June  
School Psychologists  
Request to continue the current mentorship program in lieu of PAR  
Approved
June  
Walnut Ridge HS  
Request to block schedule  
Approved
June  
Walnut Ridge HS  
Request to amend parent/teacher conference schedules  
Approved
June  
Walnut Ridge HS  
Request for teacher to teach six classes  
Approved
September  
Beechcroft HS  
Request to amend schedule during remote learning period  
Approved
September  
Olde Orchard ES  
Request to amend Unified Arts schedule during remote learning period  
Approved
September  
Parsons ES  
Request to amend Unified Arts schedule during remote learning period  
Approved
September  
Georgian Heights ES  
Request to amend Unified Arts schedule during remote learning period  
Withdrawn
September  
Col. Africentric EC HS  
Request to split Department Chair contract  
Approved
September  
School Nurses  
Request to renew school nurse exclusion from the PAR program  
Approved
September  
School Nurses  
Request to renew use of Record Days and PD Days interchangeably  
Denied

Relationship Week 2021: Nurturing Healthy Communities

Caring and supportive relationships are critical to the learning, well-being, and success of students. Every day across our Columbus City Schools, we have staff, students, families, and community partners who are dedicated to building positive, inclusive learning environments. We want you to join us in celebrating the Fifth Annual Columbus City Schools Relationship Week during the week of February 8 by taking part in activities each day that reaffirm our compassion, respect, trust, and love for one another, and our community by building social and emotional supports.

**START WITH HELLO** ► February 8: Offering a simple “HELLO” to everyone you see can be the start to making sure everyone feels noticed and valued. More than 100 non-English languages and dialects are spoken by students and families in Columbus City Schools, so take a moment to say “HELLO” in a different language. Embrace our cultural differences.

**ONE ACT OF KINDNESS** ► February 9: We want every student and staff member in our District to commit to performing at least one random act of kindness: anything from a small compliment given to a stranger or offering an inspiring gesture that could be life changing. Imagine if everyone in Columbus City Schools took part, generating more than 60,000 total acts of kindness in just one day.

**FORGIVENESS** ► February 10: Being able to apologize is a sign of humility and courage. Be brave and offer an apology for something you may have done unintentionally that offended another person. Find an opportunity to forgive someone. You can repair broken relationships by removing grudges. Ask the simple question, “What can I do to make this right?”

**CELEBRATE DIVERSITY** ► February 11: Celebrate what makes Columbus City Schools beautifully diverse. Our community is inclusive of all beliefs, cultures, ethnicities, identities, languages, personalities and traditions. Share your stories and listen to the stories of others to understand our commonalities and embrace our differences.

**NO ONE EATS ALONE** ► February 12: Lunch is a perfect time to make sure everyone feels included and accepted. Invite someone you don’t know to join you at lunch and spend time getting to know each other better. Use the time to check in on each other and ask how the day is going.
Become a PDS Course Requester

The Columbus Local Professional Development Committee (LPDC) is offering web-based training sessions to learn how to become an approved PDS Course Requester in the CCS PD System for the 2020–2021 School Year.

Attending this training will enable you to enter in-district professional development (including TBTs) into the PDS so that eligible educators may earn CEUs for their participation.

This training will cover both the compliance components for entering courses for CEU purposes as well as walk through the course proposal process in the PDS.

This is the Initial Training and is for individuals who have not been trained in the past. NOTE: This is NOT a requirement for everyone—only those who want/need to enter workshops into the PDS and maintain and track attendance.

You can find upcoming training dates in the PDS by entering the course number (38785) into the search bar under the Course tab in the title bar – https://ccsoh.truenorthlogic.com.

Important Information: Remote-In/ Simultaneous Instruction

During negotiations for our comprehensive 2020–2021 School Year Memorandum of Understanding, the District’s bargaining team brought to the table a proposal that a large group of CEA bargaining unit members would be required to instruct in-person and virtual students simultaneously using “remote-in” technology.

Your CEA bargaining team was unequivocal in its response. Except in extremely limited circumstances, the proposal was a non-starter.

Educators responsible for the supervision and education of both in-person and remote students at the same time incur significant risk to their licensure and careers. We reminded the Board's
taught for four (4) years prior to:
  • Going on an approved leave of absence
  • Going on an approved disability retirement
  • Retiring and maintaining membership in CEA-R

Applicants must:
  • Be the child of a CEA or CEA-R member.
  • Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
  • Have a cumulative grade point average of 2.5 or above, which must be verified by an official high school or university transcript. Copies will not be accepted.
  • Be a full-time student while enrolled in college.
  • Include a copy of the Student Aid Report from FAFSA.
  • Indicate all financial aid (other than student loans) which they expect to receive.

The Christa McAuliffe Memorial Scholarship is granted each year to a student majoring in education (unless no education applicants apply). This scholarship will be 1½ times the amount of any other scholarships awarded. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205.

**Vote for Denise K. Sizemore for Education First Credit Union Board of Directors**

Denise Sizemore has been a member of the Education First Credit Union for 30 years.

She is a proud CCS graduate from CAHS. Her father, a retired Columbus City Schools teacher, brought her to the credit union to open up her very first account before she left for college. After college, Denise returned and began her teaching career as a Columbus City Schools teacher.

In her 23 years as an educator, Denise has maintained her membership with the credit union. She has a vested interest in the future of the credit union and the path that will ensure every member is supported in their financial endeavors. Denise currently serves on The Board of Governors for the Columbus Education Association. She stated, “Being a governor has afforded me the opportunity to work with educators across the district. I will bring to the Education First Board of Directors compassion and concern for every member along with innovative ideas to engage our members, and obtain new membership.”

Members can find ballots in their end of the year statement letters mailed out at the beginning of January. Also, all 3 branch locations will have paper ballots and a box. The ballot can also be downloaded from the Education First Credit Union website.

Thank you for your support! All Ballots must be received by Sunday, Feb. 28, 2021.

**Spring 2021 CEA Foundation Mini Grant Applications Now Online**

The CEA Foundation is excited to announce its Spring 2021 Mini Grant application is available on the CEA website. Mini Grants are open to any CEA member in good standing; members are encouraged to think about programs, initiatives and supplies they personally fund or would like to expand in their classrooms/buildings. The CEA Foundation’s Mini Grant purpose is to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students.

Spring applications are due Mar. 24, 2021. There is still over $6,000 in the grant money available to CEA members. Grants are awarded in one of three categories:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount for Grant</th>
<th>Applications</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Career Educators</td>
<td>up to $300 per grant</td>
<td>Years 1–5 only</td>
</tr>
<tr>
<td>STEM/STEAM</td>
<td>up to $600 per grant</td>
<td>All CEA members</td>
</tr>
<tr>
<td>General</td>
<td>up to $320 per grant</td>
<td>All CEA members</td>
</tr>
</tbody>
</table>

Textbook Selection Committee Nominations

Our Master Agreement provides CEA members input into viral 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 the following resources for Pre-K and Special Needs Pre-K:
- Core curriculum for Pre-K and Special Needs Pre-K
- Supplemental resources for Special Needs Pre-K

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-adoptions 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 Kelly Rivers (kriwers@columbus.k12.oh.us) no later than Friday, Feb. 19.
- 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.

CCS Racial Justice Initiative Dream Grant Professional Development

Come “Freedom Dream” with us as we read *We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom* by Bettina L. Love and put our dreaming into practice. This five-week course will use Dr. Love’s work as our North Star as we learn the skills and pedagogies to critically interrogate the texts we use in our classrooms. We will learn from the texts, from one another, and from guest speakers whose work inspires our communities.

Space is limited to 10 educators committed to abolitionist teaching, to sharing what they learn with others, and to using the books we provide in their classrooms right away. Each educator selected will receive Dr. Love’s book and a carefully curated set of picture, poetry, middle grade, and young adult books. Safe, socially distant book pick up will be at Fort Hayes HS. To apply, go to [hit.ly/3g7Mf2] by 5 p.m., Feb. 12, 2021. Selected individuals will be notified on Feb. 15, 2021. For more information email Izetta Thomas at ithomas3388@columbus.k12.oh.us or Allison Volz at avolz7340@columbus.k12.oh.us.

Options for any CEA Member Recalled to Work

Families First Coronavirus Response Act

The Families First Coronavirus Response Act (FFCRA) expired on Dec. 31, 2020. However, just before winter break, CEA announced that our Union was successful in reaching a ground-breaking agreement with the District to extend all provisions of the FFCRA through Mar. 23, 2021, for CEA Bargaining Unit members. It is important to note that the names of these benefits, or the forms used to apply, may change as they are no longer tied to federal law. However, the benefits themselves will remain intact for the duration of the extension. It is also important to note that there was no “reset” of available leave time. Therefore, if you exhausted FFCRA leave in 2020, you will not be eligible for the extended benefits.

If you are caring for minors whose school or daycare is closed/unavailable, you or a household member have tested positive for COVID-19, are exhibiting symptoms, waiting for test results, or are under a quarantine order you likely qualify for FFCRA leave. FFCRA includes two major components: Emergency Paid Sick Leave (EPSL) and Emergency Extended FMLA (EFML). These leaves, combined, can cover up to 12 weeks of paid leave. They are in addition to district leaves and do not affect sick leave balance.

The member may elect to use sick leave simultaneously to receive full pay instead of the 2/3 pay provided for by FFCRA. These leaves can be used intermittently just like FMLA.

- More information on FFCRA from the District FAQ: [hit.ly/2Si7Gzo].
- Apply for FFCRA EPSL: [hit.ly/2HNT2he].
- Apply for FFCRA EFML (after applying for EPSL above): [hit.ly/3nAgMA].

If you are denied, or have questions specific to your situation, contact the CEA office.

Americans with Disabilities Act

The Americans with Disabilities Act (ADA) is a Federal Law that requires employers to make reasonable accommodations for individuals with a diagnosed disability. If you have been diagnosed with a physical condition which puts you in a COVID-19 high-risk category ([hit.ly/3eRmWY]), or a mental health condition that is worsened by the COVID-19 pandemic, you may be eligible for accommodations under the ADA. These accommodations can include, but are not limited to, additional PPE, increased distancing, transfer to a vacant position with less contact, remote work, or even medical leave.

- Apply for ADA Accommodation at [hit.ly/2ScYNr6].
- If you are denied, or have questions specific to your situation, contact the CEA office.

Unpaid Medical Leave

All Board of Education employees are eligible for Unpaid Medical Leave of up to two years according to the Ohio Revised Code 3319.13. If you do not fall in to one of the categories above and do not wish to return to work in the current environment, this is an option available to you. Contact the CEA Office for more information.

### Article 211 Calendar2021 (Conducted Virtually)

<table>
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<tr>
<th>February</th>
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<tbody>
<tr>
<td>Wednesday</td>
<td>10</td>
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<tr>
<td>Round 1 Vacancy Postings only for WLMS</td>
<td></td>
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<tr>
<td>Thursday</td>
<td>11</td>
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<tr>
<td>Round 1 Interviews will begin only for WLMS</td>
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<tr>
<td>Friday</td>
<td>12</td>
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<tr>
<td>Round 1 Postings OPEN (All known openings) by 2 p.m.</td>
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<tr>
<td>Tuesday</td>
<td>16</td>
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<tr>
<td>Round 1 Postings CLOSE (Applications no longer accepted after 5 p.m.)</td>
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<tr>
<td>Thursday</td>
<td>18</td>
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<tr>
<td>Round 1 Interviews Open (Schools &amp; Departments [All known openings] 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>
<td>Tuesday</td>
<td>23</td>
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<tr>
<td>Round 1 Interviews Close (Schools and Departments Selection Agreement Forms and Rosters sent by HR to Principals electronically) by 5 p.m.</td>
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<th>March</th>
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<tbody>
<tr>
<td>Tuesday</td>
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<tr>
<td>Round 2 Vacancy Postings only for WLMS</td>
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<td>Wednesday</td>
<td>3</td>
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<tr>
<td>Round 2 Interviews will begin only for WLMS</td>
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<tr>
<td>Wednesday</td>
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<tr>
<td>Round 2 Postings OPEN (All known openings) by 2 p.m.</td>
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<tr>
<td>Monday</td>
<td>9</td>
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<tr>
<td>Round 2 Interviews Open (Schools and Departments [All known openings] Interview Times are as follows: Elementary &amp; K–8–after 3:30 p.m. Middle &amp; High Schools–after 2:30 p.m.)</td>
<td></td>
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<td>Friday</td>
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<tr>
<td>Round 2 Interviews Close (Schools and Departments Selection Agreement Forms and Rosters sent by HR electronically to Principals) by 5 p.m.</td>
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<tr>
<td>Tuesday</td>
<td>16</td>
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<tr>
<td>All Round 2 School and Department Selection Agreement Forms due to Human Resources electronically) by 5 p.m.</td>
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<tr>
<td>Wednesday</td>
<td>17</td>
</tr>
<tr>
<td>Virtual Job Fair–4:30 p.m. (complete instructions on virtual job fair process will be made readily available to participants)</td>
<td></td>
</tr>
<tr>
<td>Friday</td>
<td>19</td>
</tr>
<tr>
<td>Virtual Job Fair–4:30 p.m. (complete instructions on virtual job fair process will be made readily available to participants)</td>
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</tr>
</tbody>
</table>

| Wednesday     | 24    |
| Remaining Teacher Placements: Human Resources |
Unique 211 Opportunity to Apply at WLMS

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—École 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.

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 Revisions.
- 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 1 and 2. This waiver applies only to WLMS per the MOU signed by your Union and the administration.
- If you have any questions, call CEA at (614) 253-4731.

Article 211: Alternative Interview Panels

We have completed training for the Article 211 process. The postings for Round 1 open on Friday, Feb. 12, and close on Tuesday, Feb. 16. Round 1 interviews will take place Feb. 18–23. The CEA Master Agreement defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 Manual, buildings may convene an alternately constructed panel. To request an alternative interview panel, a request must be made in writing to the CEA President, signed by both the Senior FR and administrator by Wednesday, Feb. 12. Fax requests to (614) 253-0465. As of the time this issue of The CEA Voice went to press, requests from the following units had been granted: Buckeye MS, Cassady ES, Easthaven ES, Medina MS, Mifflin HS, North Linden ES, Office of Transformations and Leadership, Psychological Services, and School Counselors.

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.

Feb. 9 Learning for All: Differentiation in the Classroom (0.2 CEUs)
Feb. 17 Make and Take Mini-Session: Green Screen (from 4–5 p.m.) (0.1 CEUs)
Feb. 23 The Inclusive Classroom (0.2 CEUs)

Register today on PD Planner for any or all of these sessions. All staff are welcome. Join us on Fridays from 8–8:15 a.m. Questions? Contact Jacquie Pencek, District PAR Coordinator, at jpcencek986@columbus.k12.oh.us. Go to https://ccsoh-us.zoom.us/s/3059377463# to participate.

Special Notes

Catastrophic Leave Donation Request: Cindy Meister (Clinton ES) has been approved for Catastrophic Leave and is in need of donated days. To donate, enter your name at the top of the CCE’s 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.

Catastrophic Leave Donation Request: Michelle A. Innis-Dorsey (Duxbury Park ES) has been approved for Catastrophic Leave and is in need of donated days. To donate, enter your name at the top of the CCE’s 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.

Summer Fee Waivers Coming: Bargaining unit members can access the online application from home or work using their CCE email username and password. The online form will automatically send applicants a confirmation email once their application is submitted. Instructions to complete the online application can be found at https://bit.ly/3jiWJsd. The application period will open on Monday, Feb. 1, and close at 11:59 p.m. on Thursday, Feb. 18. If you have Priority 1 or Priority 2 status, be sure to upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your Priority status will change without the proper documentation. Contact Sara Lowery at (614) 365-5039 or email her at slowery@columbus.k12.oh.us if you have any questions.

Continuing Contract: Apply by Mar. 5: 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. Bargaining unit members will have to be logged into their CCE Google account in order to access the online form. Go to https://bit.ly/CCApp2022 to complete the online application. If you have questions, email Leslie Butler at license@columbus.k12.oh.us, or refer to Section 401.08 of the CEA Master Agreement.

PBIS FRIDAY LIVE!: Every Friday the District PBIS Coordinators present fifteen minutes of SEL Connections and PBIS Quick Tips. These are a great opportunity to connect with other staff, practice self-care, and start your Friday in a positive and calm way. All staff are welcome. Join us on Fridays from 8–8:15 a.m. Questions? Contact Jacquie Pencek, District PBIS Coordinator, at jpcencek986@columbus.k12.oh.us. Go to https://ccsoh-us.zoom.us/s/3059377463# to participate.

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 CCE website or the CCE Intranet, along with the full leave guidelines and the deadline schedule for applications based on the activity date.

CEA Spring Elections: The following positions will be filled: Governors for Districts 3 and 6, High School Gover- nor-At-Large, 2021 NEA Local Delegates, 2021 NEA State-At-Large Delegates, and 2021–22 OEA Delegates. Declara- tion Forms are available on CCE Website and due at the CCE 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, CCE Elections Chair, at (440) 225-2631 with any questions.

Get on the ballot

It’s your time to make your voice heard while serving your fellow CEA members. Consider running for an Association office. Think of those who came before you. Now is the time to get involved with your Association.