



Message from the President

CEA Members,

On Feb. 16, Ohio Governor Mike DeWine used the spotlight of a press conference to smugly declare that Columbus City Schools was “breaking the agreement” to return all students to classrooms in exchange for receiving vaccinations for CEA members and other staff. Let’s set aside for a moment the major difference between an agreement and an ultimatum. In making this statement, he made two mistakes; First, he neglected to ask anyone why all grade levels weren’t returning to blended learning. Second, he picked the wrong group of educators and the wrong Union to call out.

Had he bothered to ask, Governor DeWine would have been told that transportation is the number one issue preventing middle and high-school students from returning in-person. The district simply does not have enough buses to both meet COVID-19 distancing requirements and transport all of our students. He would also have been told that CCS is unfairly required by state law to provide transportation to non-public and charter students, and that if the Ohio Department of Education were to grant a waiver of this obligation, it would likely be possible for all students to return in-person. In fact, CCS administrators discussed such options with DeWine’s Department of Education and were rebuffed.

Even before CEA issued a statement on these comments, news outlets were contacting me for our reaction. This is a testament to the reputation our Union has earned for speaking truth to power. Unlike school boards dependent on state funding, or politicians looking for their next position, we have no need to censor, shade, or massage the reality of our situation. Regardless of political party, we will not let our elected officials continue to make proclamations about what should be happening in education while they simultaneously fail to address decades of unconstitutional school funding, endless tax abatements, or in this case the gray train of free transportation for charter and non-public schools.

After all, this is our responsibility as a Union. We will continue to tell the truth. This is the power of more than 4,000 members of CEA dedicated first and foremost to fighting for the schools our students deserve.

In Solidarity,

John Coneglio
CEA President

Bills Introduced to Waive Spring Testing for This School Year

One of OEA’s legislative priorities for this General Assembly is secure legislation to forego state and federally mandated testing for this school year. The administration of standardized tests is logistically challenging and anxiety-inducing under the best of circumstances. Of course, this year has been anything but the best of circumstances for our members and Ohio’s students. Testing this year would not provide reliable data and would only serve to take away meaningful time from classroom instruction and meeting the needs of students.

Two bills have been introduced that would waive state-required end-of-course exams and require the Ohio Department of Education to seek a waiver of federally required testing. Note that achievement tests administered in grades K–8, as well as

one high school test in math, English language arts, and science, are federally required. The U.S. Department of Education has yet to announce a testing waiver, but this may be forthcoming.

House Bill 67, sponsored by Representatives Adam Bird (R-Cincinnati) and Kyle Koehler (R-Springfield), and House Bill 40, sponsored by Representatives Lisa Sobbecki (D-Toledo) and Jeffrey Crossman (D-Parma), both received sponsor testimony in the House Education Committee on Tuesday. All the sponsors noted the importance of focusing on teaching and learning rather than testing what remains of the 2020–21 school year. Rep. Koehler noted the urgency of passing having the bill signed into law with an emergency clause by early March in order to have a practical impact. However, Senate President Matt Huffman (R-Lima) has indicated he favors keeping testing in place this school year.

OEA strongly supports legislation to waive testing this year. Go to <https://bit.ly/3blCGY2> to take action and urge your legislators to support HB 67. If you are interested in providing written testimony in support of the bill contact OEA Lobbyist Robert Davis at davisr@ohea.org.

SB 1: Requires Half-Unit Financial Literacy Course for High School Students

SB 1 requires students who enter ninth grade for the first time on or after July 1, 2021, to complete a half-unit course in financial literacy. The bill received first hearing sponsor testimony in the Ohio Senate Education Committee on Feb. 2, 2021. Beginning with the 2023–2024 school year, any licensed teacher who receives a validation in financial literacy is eligible to teach the stand-alone half credit in financial literacy. The State Board of Education must consult with an advisory committee of at least five classroom teachers prior to adopting any rules regarding the license validation.

To view an SB 1 bill summary, go to <https://bit.ly/3s6HEio>.

HB 54: Repeals Academic Distress Commissions (State Takeovers)

Rep. Joe Miller (D-Amherst) and Rep. Al Cutrona (R-Canfield) provided HB 54 sponsor testimony to the Ohio House Education Committee on Feb. 9, 2020. HB 54 would repeal the failed state takeover law and return local control to school districts in Youngstown, Lorain, and East Cleveland. HB 54 is the same bill that passed the Ohio House of Representatives 83-12 in 2019 (under bill number HB 154). In addition to HB 54, a second bill HB 100 (R-G.Manning/D-K.Smith) has been introduced that would also dissolve academic distress commissions and repeal the state takeover law. OEA supports both bills.

CEA Spring Election is by Mail

Due to the COVID-19 partial school reopening, at the request of the CEA Elections Committee and Elections Chair, and upon consultation with the Ohio Education Association, the CEA Board of Governors have voted to conduct the CEA Spring Election via a mail-ballot election. It will be conducted by the American Arbitration Association (AAA), a secure third-party provider.



The mail out of ballots will begin Wednesday, Mar. 3. Voting will begin Tuesday, Mar. 9. The voting period (and the last day for AAA to receive ballots via mail) will be Tuesday, Mar. 23. The ballots will be tabulated by AAA on

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The CEA Master Agreement is set to expire in fewer than 541 days.

Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn't always possible. We will regularly inform you of the grievances on which CEA is working.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
South HS Edmund Baker	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Edmund Baker, failed to adjust classroom numbers so that the class sizes/student load for teacher(s) at South HS meet contractual requirements.	That the principal immediately adjust numbers to make all classes and student loads for teacher(s) in the building compliant with the numbers required in the contract; and that no reprisals be taken against any member of the bargaining unit because of the filing of this grievance and that NO reprisals be taken against the grievant because of filing of this grievance.	Arbitrator selected. Arbitration hearing date pending.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board failed to provide the sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes.	That the Board provide a sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	Step II Hearing pending.
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.
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.	The CEA Board of Governors has voted to send this grievance to arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2019-2022 CEA-CCS Master Agreement, including but not limited to Articles 201.03 and 210.03, when Director of Employee Relations John Dean, acting in his capacity as agent of the board, informed the Association via email that it would unilaterally implement a revised elementary grading policy which directed teachers to provide opportunities to improve students' final quarter grades and reopened the elementary grading window for the first quarter. On or about January 20, 2021, the Association was made aware of the implementation of this revised elementary grading guidance via email. The email from the Director of Employee Relations reads, in relevant part; "After review of your position, the District has decided to move forward with the implementation plan as presented to you last week without additional modification. Additionally, we decline to make the guidance optional." Article 201.03 of the 2019-2022 CEA-CCS Master Agreement reads: "In the event the school administrator changes a student's nine-week grade, the administrator will, as promptly as practical, notify the teacher who gave the original grade. In the event the school administrator changes a student's final grade, the administrator will initial and date such change and, as promptly as practical, notify the teacher who gave the original grade." Article 210.03 of the 2019-2022 CEA-CCS Master Agreement reads, in relevant part: "For grades Pre-Kinder-garten through grade five (5): a. The grade entry window shall be open beginning twenty (20) school days before the end of each grading period and ending the day prior to distribution of grade reports. 3. All teachers shall have final student grades entered into the electronic grading system in accordance with the grade mark entry schedule."	The association requests that the grievant(s) be made whole in every way, including but not limited to the following: For each impacted bargaining unit member, the Board shall provide the hourly equivalent of two (2) contractual work days of unassigned time, free of duty, during the regular school calendar for the completion of work which was not completed due to the Board's violation of the Master Agreement. The Board shall comply with articles 201.03 and 210.03 of the Master Agreement.	Article 210.03-The CEA Representative is correct that the grading window was open to allow the teachers the ability to enter the updated grades. However, this action is not prohibited by the Master Agreement between CEA/CCS. This action is not a violation of contract and does not prohibit Management from reopening the window to facilitate student support. The agreed upon MOU indicates that teachers will communicate to ensure student success. The grade change was not included in the MOU. Furthermore, nothing in the Master Agreement prohibits that grading guidelines violate the contract. 201.03-Is a notification provision and there is no pre-emption of grade change process. There is nothing in this article that restricts outreach efforts. These efforts can provide opportunities for student success. Relief Requested. In lieu of the above, there is no evidence to support the Union claims that Management was in violation of the Master Agreement or Article 201.03 and 210.03.

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Wednesday, Mar. 24.

If you receive a damaged ballot or do not receive a ballot by Tuesday, Mar. 9, call the AAA Duplicate Hotline at 1-800-529-5218, Monday through Friday, 9 a.m. to 5 p.m. This number is to be utilized only for duplicate ballot requests. Members may also make requests by emailing Sacha Ulerio at ulerios@adr.org. Members are asked **not** to call prior to Mar. 9, 2021, to allow sufficient time for the delivery of all ballots.

CEA Spring Elections

All candidates for the 2021 CEA Spring Election are listed below in alphabetical order but are not listed in the order they will appear on the ballot.

CEA District 3 Governor:

Joe Decker (Won by Acclimation)

CEA District 6 Governor:

Richard Roth (Won by Acclimation)

CEA High School Governor-At-Large:

Gerry Curran (Won by Acclimation)

Candidates for NEA Local Delegates

D. Keith Adams, Taraja Shephard Allen, Larry A. Carey, Courtney Coman, Cassandra D. Daniels, Clarence W. Daniels Jr., Keith A. Emrick, Claudia Eschelbach, Marty Flood, Jr., Ellen Giovinazzo, Tai Hayden, Tracie L. Helmbrecht, Ivory M. Hister, Jada C. Jackson, Robin M. Jeffries, Marissa Jenkins, Marisa Keith, Christopher O. Kopp, Traci L. Johnson, Lisa R. Johnson, Cindy Love, Julie A. Meyer, Greg Mild, Jody L. Minter, Amy Mondillo, Teri Mullins, Kim Allbaugh Ogilbee, Cynthia Price, Dale Rucker, Alan Frank Schmiedelbusch, Nicole Shanks, Denise Sizemore, Laura F. Smith, Cynthia Smithers, Kriston Crombie Stotik, Annelise Taggart, Sharon Unrau, April Walsh, Chris Weyand, Merele Wilder, Chris Williams, Constance Workman, Kari Yates, and Dwayne Zimmerman.

Candidates for NEA State-At-Large Delegates

Courtney Coman, Clarence W. Daniels Jr., Keith A. Emrick, Claudia Eschelbach, Marty Flood Jr., Bronda T. Jackson, Robin M. Jeffries, Christopher O. Kopp, Taraja Shephard Allen, April Walsh, Chris Weyand, and Merele Wilder.

Candidates for OEA Delegates (2021-2022)

D. Keith Adams, Bethany Bell, Nicole Bell, Kesha Calloway, Larry A. Carey, Nicole Chavers, Courtney Coman, Kriston Crombie Stotik, Kevin Scott Daberkow, Cassandra D. Daniels, Clarence W. Daniels Jr., Kenya Davis, Chaka Diop, Keith A. Emrick, Claudia Eschelbach, Kristen L. Fitch, Marty Flood, Jr., Christine Foster, Ellen Giovinazzo, Ashley Green, Jill Grimm, Sarah N. Grosh, Amy Hammond, Jennifer Harvey, Tai Hayden, Tracie L. Helmbrecht, Amber Hill, Ivory M. Hister, Jada C. Jackson, Robin M. Jeffries, Marissa Jenkins, Lisa R. Johnson, Lolita Johnson, Traci L. Johnson, Marisa Keith, Jen Kinkela, Christopher O. Kopp, Cindy Love, Brigitte Lowery, Andy Merritt, Julie A. Meyer, Greg Mild, Jody Minter, Alyssa Mitchell, Amy Mondillo, Teri Mullins, Kim Allbaugh Ogilbee, Kathryn O'Leary, Gloria Pagan, Raylene A. Polchow, Cynthia Price, Victoria Quiring, Tyree A. Rivers, Dale Rucker, J. Sanchez, Jennifer Scarbrough, Alan Frank Schmiedebusch, Nicole Shanks, Taraja Shephard Allen, Denise Sizemore, Laura F. Smith, Cynthia Smithers, Melanie K. Sullivan, Annelise Taggart, Izetta N. Thomas, Sharon Unrau, April Walsh, Chris Weyand, Merele Wilder, Chris Williams, Constance Workman, Kari Yates, Aredila L. Young, Angy Zalenski, Dwayne Zimmerman, and Jennifer Zutterling.

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.



Denise K. Sizemore

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 three 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.**

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 next meeting will be held Thursday, Mar. 4, at 4:30 p.m. The following is a list of buildings/units that were represented at the Feb. 4 Legislative Assembly:

Adapted PE, Alpine ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, Buckeye MS, Burroughs ES, CAHS, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus City Schools Digital Academy, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus Scioto 6-12, Columbus Spanish Imm. K-6, Como ES,

Cranbrook ES, Devonshire ES, Dominion MS, Duxberry Park ES, Eakin ES, East HS, East Linden ES, Easthaven ES, Eastmoor Acad. HS, ECE@Central Enrollment, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Forest Park ES, Ft. Hayes Arts & Academic HS, 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, Northgate Intermediate ES, Northland HS, Oakland Park ES, Oakmont ES, Ohio Avenue ES, OT/PT, Parkmoor ES, Parsons K-6, 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, Speech & Language, St. Vincent, Starling K-8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, 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.

Apply for the Teacher Leadership Institute

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 application is Friday, Feb. 26, at <http://bit.ly/CEATLI21>. Applicants will be notified of selection by the end of February. For more information, contact Dorothy Wilson at (614) 253-4731.

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 team that during these very negotiations, over 600 teachers in neighboring Gahanna made the difficult decision to go on strike in the middle of a global pandemic over this very issue, ultimately forcing that district to drop the requirement.

Your CEA team was successful in limiting so-called "remote-in" instruction to the following situations (Blended

Learning Model, Content Area Teachers, Paragraph #4):
“Special identified student populations (AP, IB, CCP, Career Center) may fall outside of these asynchronous minute requirements if teachers, in their professional judgment, choose to provide live instruction at their sole discretion to students who are remote or if the teachers must provide live instruction to certain students who are remote if deemed an appropriate accommodation as the result of a 504 or IEP team meeting, due process or mediation case.”

This language is followed by an entire paragraph of agreed-upon protections for members in these narrow categories. To be crystal clear:

1. The ONLY CEA bargaining unit members who can be directed to provide simultaneous remote-in instruction are those with remote students for whom remote-in instruction has been deemed an appropriate accommodation as the result of a 504 or IEP team meeting, due process or mediation case.
2. The ONLY CEA bargaining unit members who may choose, at their sole discretion, to provide remote-in instruction are those with AP, IB, CCP, or Career Center students.

We understand the desire of some members to provide extra “live” instruction to their remote students. However, these negotiated limitations are for the protection of your licensure and career.

We are also receiving reports that some administrators are directing, encouraging, suggesting, pressuring, or implying that other CEA bargaining unit members must provide remote-in instruction.

This is unacceptable.

A directive to provide remote-in instruction is a change in your working conditions that must be bargained pursuant to Ohio Revised Code 4117. Outside of the narrow categories detailed above, no such agreement has been reached between CEA and CCS. A directive to other bargaining unit members to provide remote-in instruction will result not only in a grievance being filed for violation of the MOU, but potentially an Unfair Labor Practice charge being filed with the State Employment Relations Board for a unilateral change in working conditions.

If you have any questions do not hesitate to contact CEA.

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:

• Early Career Educators	Years 1–5 only	Up to \$300 per grant
• STEM/STEAM	All CEA members	Up to \$600 per grant
• General	All CEA members	Up to \$320 per grant

Go to <http://bit.ly/CEAminiDirec> for directions to apply for the grant. The online application can be found on the CEA website or going to <http://bit.ly/CEAminiAPP> and downloading the pdf.

Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like some financial assistance with their college education? Consider applying for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members’ children to earn scholarship dollars toward college. **Applications are due by 4:30 p.m., Friday, Mar. 26, 2021.** You can find the application at <http://bit.ly/ceaspringschol21>. The scholarship application must include a statement of the student’s personal philosophy and goals and also include two references: One from a current academic instructor with whom the student has studied during the past year and one from someone other than a relative.

Applicants must be the children of a CEA or CEA-R members for their dependent(s) to be eligible. A teacher must:

- Be a current CEA or CEA-R member
- Have taught in Columbus City Schools for the four (4) years prior to applying for the scholarship unless the applicant 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 FASFA.
- 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.

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 groundbreaking 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 ⅔ pay provided for by FFCRA. These leaves can be used intermittently just like FMLA.

- More information on FFCRA from the District FAQ: <https://bit.ly/2Si7Gzo>.
- Apply for FFCRA EPSL: <https://bit.ly/2HNT2he>.
- Apply for FFCRA EFML (after applying for EPSL above): <https://bit.ly/3na0gMA>.

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 (see <https://bit.ly/3cRwmYL>), 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 <https://bit.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: Alternative Interview Panels

We have completed training for the Article 211 process. The postings for Round 1 opened on Friday, Feb. 12, and closed on Tuesday, Feb. 16. Round 1 interviews took 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 have been made, in writing, to the CEA President, signed by both the Senior FR and administrator by Wednesday, Feb. 12. As of the time this issue of the *CEA Voice* went to press, a request from the following unit had been granted:

Columbus North International HS 7–12

Article 211 Calendar 2021 (Conducted Virtually)

February		
Tuesday	23	Round 1 Interviews Close Schools and Departments Selection Agreement Forms and Rosters sent by HR to Principals (electronically) by 5 p.m.
March		
Tuesday	2	Round 2 Vacancy Postings <u>only</u> for WLMS
Wednesday	3	Round 2 Interviews will begin <u>only</u> for WLMS
Wednesday	3	Round 2 Postings OPEN [All known openings] by 2 p.m.
Monday	8	Round 2 Postings CLOSE Applications no longer accepted after 5 p.m.
Tuesday	9	Round 2 Interviews Open Schools and Departments [All known openings] Interview Times are as follows: Elementary & K–8—after 3:30 p.m. Middle & High Schools—after 2:30 p.m.
Friday	12	Round 2 Interviews Close Schools and Departments Selection Agreement Forms and Rosters sent by HR (electronically) to Principals by 5 p.m.
Tuesday	16	All Round 2 School and Department Selection Agreement Forms due to Human Resources (electronically) by 5 p.m.
Wednesday	17	All Round 2 School and Department roster changes must be resolved and sent back to Human Resources by 5 p.m.
Friday	19	Virtual Job Fair—4:30 p.m. (complete instructions on virtual job fair process will be made readily available to participants)
Wednesday	24	Remaining Teacher Placements: Human Resources

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. 23 **The Inclusive Classroom** (0.2 CEUs)
- Feb. 25 **Social Studies Collaborative: Literacy** (from 4:30–5:30 p.m.) (0.1 CEUs)
- Mar. 2 **Coping with Trauma Through Literature in the Classroom** (0.2 CEUs)
- Mar. 9 **Let's Give Them Something to Talk About:**

Using Student Conversation to Facilitate Achievement (0.2 CEUs)

Register today on PD Planner for any or all of these sessions. All classes will begin at 4:30 p.m. unless otherwise noted. 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:** 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 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.
- Catastrophic Leave Donation Request:** Michelle A. Innis-Dorsey (Duxberry 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 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.
- Deductions for Union Dues:** The “Tax Cuts and Job Act,” effective in the 2018 tax year, suspended the previous deduction for job-related expenses or other miscellaneous itemized deductions that exceeded two percent of adjusted gross income. This suspension includes unreimbursed employee expenses such as union dues. These expenses are no longer deductible. Therefore, the annual “Deductible/Non-Deductible portion of dues,” featured in *The CEA Voice* and communicated by CEA, will no longer be produced. For further information, see your tax preparer or IRS Publication 5307. Because of lobbying by NEA and action by OEA members, the \$250 Educator Expense Deduction for eligible expenses such as professional development courses, books, and classroom supplies remains in Federal tax law.
- 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 Friday, Mar. 5. Bargaining unit members will have to be logged into their CCS 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 jpencek9864@columbus.k12.oh.us. Go to <https://ccsoh-us.zoom.us/j/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 **CEA website** or the **CCS Intranet**, along with the full leave guidelines and the deadline schedule for applications based on the activity date.

CEA Office Contact Information

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

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

Dorothy Wilson, TLI wilsond@ceaohio.org
 Jeremy Baiman, OEA LRC baimanj@ohea.org
 Michelle Crouse, OEA Admin. Asst. . crousem@ceaohio.org
 Kathy Wilkes, Executive Asst. . . . wilkesk@ceaohio.org