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 our credibility. 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 inaction on decades of teacher pay discrimination. CEA Members, we are the schools our students deserve.

John Coneglio

In Solidarity,

members of CEA dedicated first and foremost to fighting for education while they simultaneously fail to address decades of teacher pay discrimination. 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 inaction on decades of teacher pay discrimination. CEA Members, we are the schools our students deserve.

John Coneglio

In Solidarity,

CEA President

Bill 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 Sobeck (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/3bICGY2 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 davistr@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-Cantonfield) 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
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.

South HS

E. Bud Baker

The CEA Board of Agreement was violated, mistreated and/or misapplied when the principal of South HS, Ed. Bud Baker, failed to address classroom numbers so that the class sizes/student load for teacher(s) at South HS meet contractual requirements.

The principal immediately adjusts 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

The CEA Board of Agreement was violated, mistreated 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 55 minutes and that NO REPRISALS be taken against the grievant or any other bargaining unit member during 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 of the CEA 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. 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 Nikki 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 deleted by the district as public record pursuant to state law shall contain a notation 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.

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 used only for duplicate ballot requests. Members may also make requests by emailing Sacha Ulerio at ulerio@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 Acclamation)

CEA District 6 Governor: Richard Roth (Won by Acclamation)

CEA High School Governor-At-Large: Gerry Curran (Won by Acclamation)

Candidates for NEA Local Delegates


Candidates for NEA State-At-Large Delegates


**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.”

**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/CEATL21](http://bit.ly/CEATL21). 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 CTRS PD System for the 2020–2021 School Year. Attending this training will enable you to enter in-district professional development (including TBI) 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://ecsoh.truenorthlogic.com](https://ecsoh.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. Excluding 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:
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-instruction are those with remote students for whom remote-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-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-instruction.

This is unacceptable.

A directive to provide remote-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-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


**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/ceaspringsschol2](http://bit.ly/ceaspringsschol2). 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 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 leave and do not affect sick leave balance. The member may elect to use sick leave simultaneously to receive full pay instead of the ½ pay provided for by FFCRA. These leaves can be used intermittently just like FMLA.


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/3cRwmYh](https://bit.ly/3cRwmYh)), 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.

- 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 has been granted:

Columbus North International HS 7–12

Article 211 Calendar 2021 (Conducted Virtually)

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

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:
- Phil Hayes, Staff Consultant
- Dave Kent, Member

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.
- 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 Penczek, District PBIS Coordinator, at jpenee9864@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 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 …… conejgilo@ceaohio.org
Phil Hayes, Vice President …… huyesp@ceaohio.org
Tai Hayden, Staff Consultant … haydent@ceaohio.org

Cindy Love, Staff Consultant …… lovec@ceaohio.org
Toni Mullino, Staff Consultant … mullino@ceaohio.org
Tom Busker, Budget Director … busker@ceaohio.org
Bob Hern, Membership ……… hernbh@ceaohio.org

Dorothy Wilson, TLI ……… wilson@d@ceaohio.org
Jeremy Baiman, OEA LRC ……. baimanj@oeba.org
Michelle Crous, OEA Admin. Asst. … crnemaca@ceaohio.org
Kathy Wilkes, Executive Asst. …… williek@ceaohio.org