Paid Holidays: Know Your Leave Balance

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including Thanksgiving and the day after. However, pay for holidays is not a given. Members who are not in a “paid” status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.

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.

There is still over $6,000 in the grant money available to CEA members. Spring applications are due Wednesday, May 26, 2021. Grants are awarded in one of three categories:

- Early Career Educators: up to $300 per grant
- STEM/STEAM: up to $600 per grant
- General: up to $320 per grant

Go to http://bit.ly/CEAMiniDirect 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 or CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members’ children to earn scholarship dollars toward college.


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A teacher must:

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  - Going on an approved disability retirement
  - Retiring and maintaining membership in CEA-R

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- 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

The CEA Master Agreement is set to expire in fewer than 527 days.

John Coneglio, President

Voice

Volume LI, No. 27

The Columbus Education Association

March 8, 2021

www.ceaohio.org

The Teacher Who Has the Most Holidays

Columbus Education Association • 929 East Broad Street • Columbus, Ohio 43205 • (614) 253-4731 • Fax: (614) 253-0465

On Thursday, Feb. 25, 2021, OEA President Scott DiMauro offered proponent testimony before the House Finance Subcommittee on Primary and Secondary Education for House Bill 1. House Bill 1 contains the Fair School Funding Plan. The Fair School Funding Plan passed the Ohio House by a vote of 87-9 at the end of 2020, but the Senate did not consider the bill before the legislative session ended.

HB 67 Stalls Amid Federal Testing Announcement

On Monday, the U.S. Department of Education announced that they would not be granting waivers allowing states to forgo annual testing this year. While the announcement included flexibility about when and how the tests are administered and meeting student needs rather than spending time on standardized tests, this disappointing news as Ohio educators have been vocal about how the data may be used; testing will go forward. This is hugely disappointing news.

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The Fair School Funding Plan seeks to base decision making on identifiable student needs and the actual cost of providing a high-quality education. The funding plan would provide an additional $1.99 billion more in state aid annually when fully phased in and provides about 70 percent of the increased funds to the poorest urban, small town, and rural districts in the state. The plan would also end the use of gain caps and would reduce the number of districts from the state’s funding guarantee to fewer than 10 of Ohio’s 609 districts. Additionally, the bill directly funds charters and vouchers, rather than the current pass-through funding system.

To read OEA President Scott DiMauro’s testimony, go to https://bit.ly/2MjzAVL.

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OEA Vice President Jeff Wensing testified in support of HB 67 to read his testimony, go to https://bit.ly/3r93jq1. Additionally, more than 6,300 OEA members took action in support of HB 67. There was broad support in the House to pass the bill, however, the Ohio Senate and Governor DeWine were likely roadblocks to keep the bill from being signed into law.

OEA remains supportive of the provisions of HB 67 related to waiving state testing above the federal minimum requirements (high school end of course exams in American History and American Government) and allowing class grades to be used for high school graduation. These provisions may move forward in an amended version of HB 67 or in separate legislation. We will keep members updated as the situation develops.

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www.ceaohio.org
For the 2020–2021 School Year.

Become a PDS Course Requester

The Columbus Local Professional Development Committee (LPDC) is offering website-based training sessions to learn how to become an approved PDS Course Requester in the CCS PD System.

Dr. Keisha Fletcher Bates
Trevitt ES

The Board's Agreement was violated. mistreated and/or misused when the Columbus City Schools Board of Education failed to fill certain departmental positions in accordance with the CEA-CCS 2019-2022 Master Agreement.

The grievant was 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 used as a past discipline or referenced in any future employment record or reprimand, warning, or discipline issued to the grievant.

The CEA Board of Governors has voted to send this grievance to arbitration.

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See previous page for more information.

Lesson Planning Form

Student Name:

Teacher Name:

Subject:

Date:

Lesson Title:

Objectives:

Materials:

Procedure:

Assessment:

Reflection:

Parent Feedback:

Date:

Sign Here:

Continued on Page 2

Continued from Page 1

each year to a student majoring in education (unless no education 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://ceosh.truenonorthlogic.com.

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.
**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):

1. 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 or 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.

**Options for any CEA Member Recalled to Work**

The Families First Coronavirus Response Act (FFCRA) expired 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 ⅔ pay provided for by FFCCRA. These leaves can be used intermittently just like FMLA.


For more information about CCS COVID Leave, go to [https://tinyurl.com/CL-CCS-FAQ](https://tinyurl.com/CL-CCS-FAQ).

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](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.


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 into 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.

**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.

- **Mar. 9** Let’s Give Them Something to Talk About: Using Student Conversation to Facilitate Achievement (0.2 CEUs)
- **Mar. 11** Social Studies Collaborative: Vocabulary (from 4:30-5:30) (0.1 CEUs)
- **Mar. 23** Infusing Technology in Your Classroom (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:** Renée Castorano (W edgewood MS) 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:

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 (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 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.

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 Jacqui Pencek, District PBIS Coordinator, at jpenec9864@columbus.k12.oh.us. Go to https://ccsoh-us.zoom.us/s/3059377463# to participate.

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.

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 Spring Election is by U.S. Mail:

The following positions will be filled: 2021 NEA Local Delegates, 2021 NEA State-At-Large Delegates, and 2021–22 OEA Delegates. 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 began Wednesday, Mar. 3. Voting will begin Tuesday, Mar. 9. The voting period ends (and the last day for AAA to receive ballots via mail) will be Tuesday, Mar. 23. The ballots will be tabulated by AAA on 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 ulerioas@adr.org. Members are asked not to call prior to Mar. 29, 2021, to allow sufficient time for the delivery of all ballots.

CEA Needs Your Personal Contact Info:

We need your personal (non-CCS) email address and your cell phone number so we can communicate important information to you. CEA needs to communicate critical information to you by the most expeditious means possible, and that is not always the CEA Voice. We can communicate with you in a moment’s notice through text messages and emails. If you are not receiving messages from CEA, send an email with your contact information to Kathy Wilkes at wilkesk@ceaohio.org.

CEA Office Contact Information

John Conaglin, President . . . .conaglin@ceaohio.org
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Cindy Love, Staff Consultant . . . .lovess@ceaohio.org
Terri Mullins, Staff Consultant . . . mullinst@ceaohio.org
Tom Bubur, Budget Director . . . .bubur@ceaohio.org
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Dorothy Wilson, TL1 . . . .wilsond@ceaohio.org
Jeremy Baiman, OEA LRC . . . .baimanj@oea.org
Michelle Crouse, OEA Admin. Ass’t . . . .crousrm@ceaohio.org
Kathy Wilkes, Executive Asst. . . . wilkesk@ceaohio.org

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Jeremy Baiman, OEA LRC . . . .baimanj@oea.org
Michelle Crouse, OEA Admin. Ass’t . . . .crousrm@ceaohio.org
Kathy Wilkes, Executive Asst. . . . wilkesk@ceaohio.org