



## Columbus Teachers Call on CCS Board Member James Ragland to Resign Following Misogynistic Social Media Post

On Tuesday, Mar. 9, your Union called on controversial CCS Board Member James Ragland to resign following an inappropriate and misogynistic social media post regarding International Women's Day. On his Facebook page, Mr. Ragland posted a photo with the text "Nice Girls Don't Stay For Breakfast" to which he added the caption "Happy Women's Day! Govern Yourselves Accordingly."

"It's bad enough that Mr. Ragland has a paid position advocating with Betsy DeVos for funneling our students' resources to charter and voucher schools," said CEA President John Coneglio. "Now, Mr. Ragland has added insult to injury with a fundamental disrespect for the core values of Columbus City Schools. Our 50,000 Students deserve Board Members who lead by example. CEA members are overwhelmingly women. Our Superintendent is a woman. By disrespecting and dehumanizing these leaders on a day set aside for honoring them, Mr. Ragland has demonstrated he is unfit to serve. He must resign immediately."

CEA will continue its active role in supporting School Board candidates who demonstrate a commitment to the schools that Columbus Students Deserve.

Voting began Tuesday, Mar. 9 and will conclude Tuesday, Mar. 23. AAA must receive your ballot on or before Tuesday, Mar. 23 to be included in the tabulation that will be conducted on Wednesday, Mar. 24.



If you receive a damaged ballot or have not received a ballot, call the AAA Duplicate Hotline at 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](mailto:ulerios@adr.org).

## CEA Spring Elections: NEA State At-Large Delegate Race Typographical Error

There is a typographical error on the CEA Spring Elections Ballots mailed earlier this month. In the At-Large Delegates Race, the ballot says "At-Large Delegates to the OEA Representative Assembly."



It should read "State At-Large Delegates to the NEA Representative Assembly." We apologize for this error.

## UNCF Helps Our Students

UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar we raise is designated for scholarships for Columbus City School students. Please be generous in your giving. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation. This drive is very important, as we prepare our students for jobs in the global community. More than sixty percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come. This year's campaign is completely online. To donate, go to the UNCF's secure website at <http://bit.ly/2SJOE5J>. Our UNCF Workplace Campaign ends on Mar. 31, 2021. "A mind is a terrible thing to waste."



## CEA Presents April Showers with NEA Member Benefits

Each Tuesday and Wednesday at 4:30 p.m. throughout the month of April, CEA members are invited to engage with NEA Member Benefits via Zoom and be showered with information about Student Loan Forgiveness and Retirement. The ZOOM link will be the same for all five occurrences of each topic. Each presentation will last an hour but the presenter(s) will be available about 30 minutes prior to the start time for members who may have a question before committing to stay. The presenter(s) will stay on following the presentation for questions that any member may have.



## Student Loan Forgiveness Options for Education Employees

With more than 44 million borrowers and over \$1.6 Trillion in outstanding debt, the effect of student loans is impacting not only borrowers but communities at large. But despite the resistance of some for loan forgiveness, it remains available to educators. Depending on where you work, what you do, and what types of loans are outstanding, educators may be eligible to have all or some of their loans forgiven. With the new NEA Student Loan Forgiveness Navigation Tool, NEA members can determine if there is a more economically advantageous payment option as well as determine which forgiveness option(s) are applicable and provides the tools to apply—for free!

Join us on any Tuesday, on April 6, 13, 20, 27, and an encore on May 4 at 4:30 p.m. and learn more. To join a meeting on any of the above dates, simply click on the link below:

Go to <https://bit.ly/3bwKFmN> or to join by phone, call 301-715-8592. If needed, use meeting 926 4109 3598 and pass-code 761378.

## When Can I Afford to Retire or Will I Just Die At My Desk?

Retirement is confusing and planning is usually far more com-

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## CEA Spring Elections: Did You Receive Your Ballot?

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 ballots were mailed out on Wednesday, Mar. 3. Please note that the ballot envelope bears the logo of AAA, not the CEA logo.

# 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
<b>Edmund Baker South HS</b>	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.
<b>CCS Administration</b>	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.
<b>Nikki Myers Salem ES</b>	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 2019-2022a2 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.
<b>CCS Administration</b>	<p>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.</p> <p>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."</p> <p>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."</p> <p>Article 210.03 of the 2019-2022 CEA-CCS Master Agreement reads, in relevant part: "For grades Pre-Kindergarten 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."</p>	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.	<p>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 success.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>The CEA Board of Governors has voted to send this grievance to arbitration.</p>
<b>Dr. Keisha Fletcher Bates Trevitt ES</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Trevitt Principal, Dr. Keisha Fletcher Bates, acting as an agent of the Board of Education for Columbus City Schools, failed to provide staff with ABC agendas within two days of receiving them from the chairperson as well as ABC minutes within five days of receiving from the chairperson.	The grievant shall be made whole in every way, including but not limited to the following: The administrator provide a copy of the ABC agenda to all Staff within two days of receiving it from the chairperson. The Administrator will also provide a copy of the ABC minutes within five days of receiving it. There shall be no reprisal against the grievant by any agent of the Board of Education for the filing of this grievance.	Step I Hearing held. On February 25, 2021 the ABC team met for the first time with the principal. I did not receive the agenda two days prior to the meeting with the ABC concern. However, on 2/25/21 I emailed the senior faculty representative (SFR) requesting the agenda in advance of the meeting. The SFR responded. "The only concern we have has been resolved this week. It was the Trevitt Behavior Plan. Which has been shown to the Member who had the complaint. That's all I've heard about." After the meeting, the agenda with the corresponding minutes were distributed to the staff via email from Dr. Keisha Fletcher-Bates on 2/25/21. The ABC meetings referenced by the member were not ABC meetings, as the SFR and I did not create an agenda, nor was I invited and I did not attend those meetings. Going forward, staff members will send agenda items to the SFR and/or anonymous box located in the staff lounge (second floor) within contractual deadlines to be placed on the agenda. The SFR and I will establish ABC meeting dates for the remainder of the year (last Thursday of every month). If there are no agenda items for the meetings, it will be noted and it will be shared with the staff as such.
<b>Vera Babbs Duxberry Park ES</b>	The CEA/Board MOU of October 28, 2020 and Section 905.01 of the CEA-CCS 2019-2022 Master Agreement was violated, misinterpreted and/or misapplied when the Principal at Duxberry Park ES, Vera Babbs, instituted a Unified Arts Schedule that required face-to-face instruction instead of remote instruction without Reform Panel approval.	That the principal revert to the previous remote Unified Arts Schedule and that NO REPRISALS be taken against the grievants or any other Bargaining unit member due to the filing of this grievance.	Step I Hearing pending.

plex than members realize. It is even more complex if you are married to someone working in the private sector because of Social Security's Government Pension Offset and the Windfall Elimination Provision (GPO-WEP). But with this workshop, we will increase members' awareness of their retirement system, their pension payout options, health care costs and more. Participants will be able to determine if they are on the right track in their retirement preparations and, if not, what are their options, including sheltering severance pay and purchasable service credit options.

Join us on any Wednesday, on April 7, 14, 23, 30, and an encore on May 5 at 4:30 p.m. and learn more. To join a meeting on any of the above dates, simply click on the link below:

Go to <https://bit.ly/3buhWyW> or to join by phone, call 301-715-8592. If needed, use meeting ID 984 1090 8742 and use passcode 472133.

## Article 211 Calendar 2021 (Conducted Virtually)

March		
Tuesday	16	All Round 2 School and Department Selection Agreement Forms due to Human Resources ( <b>electronically</b> ) 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	<b>Virtual Job Fair—4:30 p.m. (complete instructions on virtual job fair process will be made readily available to participants)</b>
Wednesday	24	<b>Remaining Teacher Placements: Human Resources</b>

## 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, May 6, at 4:30 p.m. The following is a list of buildings/units that were represented at the Mar. 4 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, 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 North International HS 7-12, Columbus Scioto 6-12, Columbus Spanish Imm. K-6, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE@Central Enrollment, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, 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, Moler K-6, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Ohio Avenue ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, South HS 7-12, Southwood K-6, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Stewart

ES, Sullivant ES, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, 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.

## 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, Mar. 24, 2021.** 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.

## 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.

## Options for any CEA Member Recalled to Work Families First Coronavirus Response Act

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 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.

To apply electronically using the District's automated COVID Leave Request Form, go to <http://bit.ly/3aUYif8>.

For more information about CCS COVID Leave, go to <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>), 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.

## 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. 23 Infusing Technology in Your Classroom** (0.2 CEUs)

**Apr. 13 Resource Road Show: Seek, Share, & Swap!** (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 (Wedgewood 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 (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.

**❑ 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](mailto:jpencek9864@columbus.k12.oh.us). Go to <https://ccsoh-us.zoom.us/j/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 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](mailto:wilkesk@ceaohio.org).

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**Asking for Assistance is not a weakness. Contact EAP for help.**

From time to time, we all feel stressed out. One of your negotiated benefits is the **Employee Assistance Program, (EAP)**. Get help, **at no cost to you**, for confidential and private counseling services.

The program is run by ComPsych. Referrals include free, short-term counseling for a variety of issues. Call **800-774-6420** or go to [www.guidanceresources.com](http://www.guidanceresources.com). Use “CCS” as the company ID to register.



**Remember that your CEA Master Agreement is always located on our website at**

[www.ceaohio.org/cea-contract/](http://www.ceaohio.org/cea-contract/)

**Invite a new educator to become a CEA member**

If you know someone is new to your building, send them to [www.ceaohio.org](http://www.ceaohio.org) to find out more about Union benefits and see how to [become a member](#).

**CEA Office Contact Information**

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