Reform Panel Update

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglio and Supt. Dr. Talisa Dixon. The committee consists of six Association members, appointed by the President and approved by the CEA Board of Governors, and six members of the administration assigned by the Superintendent. Association members include: Cassandra Daniels (Champion MS), Amy Glowark Mordillo (Scotwood ES), Kim Ogilbee (Starling K–8), J. Sanchez (Northland HS), Izetta Thomas (ECE), and Angela Zalenski (Elem. Art).

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

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

<table>
<thead>
<tr>
<th>Meeting Date</th>
<th>Building/Unit</th>
<th>Variance Request</th>
<th>Vote Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>June</td>
<td>Columbus Gifted Academy</td>
<td>Request for teachers to teach six classes</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>Beechcroft HS</td>
<td>Request to continue the current modified schedule</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>School Psychologists</td>
<td>Request to continue the current mentorship program in lieu of PAR</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>Walnut Ridge HS</td>
<td>Request to block schedule</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>Walnut Ridge HS</td>
<td>Request to amend parent/teacher conference schedules</td>
<td>Approved</td>
</tr>
<tr>
<td>June</td>
<td>Walnut Ridge HS</td>
<td>Request for teacher to teach six classes</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>Beechcroft HS</td>
<td>Request to amend schedule during remote learning period</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>Olde Orchard ES</td>
<td>Request to amend Unified Arts schedule during remote learning period</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>Parsons ES</td>
<td>Request to amend Unified Arts schedule during remote learning period</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>Georgian Heights ES</td>
<td>Request to amend Unified Arts schedule during remote learning period</td>
<td>Withdrawn</td>
</tr>
<tr>
<td>September</td>
<td>Columbus African EC HS</td>
<td>Request to split Department Chair contract</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>School Nurses</td>
<td>Request to renew school nurse exclusion from the PAR program</td>
<td>Approved</td>
</tr>
<tr>
<td>September</td>
<td>School Nurses</td>
<td>Request to renew use of Record Days and PD Days interchangeable</td>
<td>Denied</td>
</tr>
<tr>
<td>October</td>
<td>Burroughs ES</td>
<td>Request to hold one 1.5 hour staff meeting per month on Wednesdays</td>
<td>Approved</td>
</tr>
<tr>
<td>October</td>
<td>Walnut Ridge HS</td>
<td>Request to split Department Chair contract</td>
<td>Approved</td>
</tr>
<tr>
<td>October</td>
<td>Centennial HS</td>
<td>Request to split Department Chair contract</td>
<td>Approved</td>
</tr>
</tbody>
</table>

CEA Member Martha Jones Named 2021 Ohio School Social Worker of the Year

Martha Jones, who works at Champion MS and East HS, was recently named 2021 Ohio School Social Worker of the Year by the Ohio School Social Work Association!

Martha has been a Social Worker since 1992 and a School Social Worker since 2010. Starting her career in the county department of public health, Martha worked with people who were HIV Positive or had AIDS, connecting them with resources and combating housing and work discrimination, as well as assisting with their transitions to hospice care.

While getting her master’s degree, she transitioned to community-based clinical work, including halfway houses in the corrections system. Working with young adults in these situations, Martha realized that like she needed to intervene earlier on after hearing so much about childhood traumas. In her own words, “We were not catching these kids early enough, something had to be done.” She regularly interacted with colleagues doing school social work and decided to get her ODE license and join them.

She began with Mansfield City Schools but was soon RIF’d as the only school social worker in the district. Luckily, she found a position with Columbus City Schools. She quickly found her passion providing professional development on child and adolescent health. She is now a certified trainer on restorative practices and trauma in schools. She describes restorative practices as her “napt-box” and says that, “When we look at our discipline policies, you want to discipline, you don’t want to punish. We are always about teaching and learning.” She says she finds joy in building relationships with students and families and helping them function in our communities and being able to advocate for themselves when they get older.

This has been especially challenging during the current pandemic. Martha said, “Everyone had to take a step back and observe what we were seeing in our communities. At every level the stress and the conflict took its toll on people. We were so busy trying to figure out technology like Zoom and Google Classroom, it was...
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.

<table>
<thead>
<tr>
<th>Building/Unit</th>
<th>Statement of Grievance</th>
<th>Relief Requested</th>
<th>Disposition</th>
</tr>
</thead>
<tbody>
<tr>
<td>South HS</td>
<td>The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Mr. Brown, assigned classroom numbers that the class size/student load for teacher(s) at South HS exceeds the collective bargaining agreement requirements.</td>
<td>Arbitrator selected. Arbitration hearing date pending.</td>
<td></td>
</tr>
<tr>
<td>CEA Administration</td>
<td>The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Columbus City Schools Board of Education failed to fill certain department chair and supplemental positions in accordance with the CEA/CCS 2019-2022 Master Agreement.</td>
<td>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 201.03 of the 2019-2022 Master Agreement. The intent of the MOU 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.</td>
<td></td>
</tr>
<tr>
<td>Nikki Myers</td>
<td>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 shall be removed from the district’s personnel and discipline files. The district shall also provide the grievant with a written statement 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.</td>
<td>The CEA Board of Governors has voted to send this grievance to arbitration.</td>
<td></td>
</tr>
</tbody>
</table>

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 communities and our nation. This drive is very important as it aims to 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/2JOE5J. Our UNCF Workplace Campaign ends on Mar. 31, 2021. “A mind is a terrible thing to waste.”

Overwhelmingly, we just needed to slow down.” At both Champion MS and East HS, where she works, Martha and her building teams took a back-to-basics approach with the support of Administration. “How do we do what we are called to do in this environment? A lot of days” without Reform Panel approval. Section 905.01 of the CEA-CCS 2019-2022 Master Agreement reads, in relevant part: “For grades Pre–Kindergarten through grade four (4): a. The grade entry window shall be open beginning twenty (20) school days before the first day of each grading period and ending the day prior to distribution of grade reports. b. All teachers shall have final student grades entered into the electronic grading system in accordance with the grade mark entry schedule.”

As a CEA member, particularly grateful to be a 2019 graduate of the NEA Teacher Leadership Institute, saying, “It allowed me to peel back the layers of all of my education, not just the degrees but the continuing education as well, and focus on what priorities I wanted to bring to work every day.”

When asked about the most rewarding part of her work, Martha did not hesitate, “I’ve seen young men coming through a correctional boot camp at 19 or 20, they don’t have the skills we’re teaching students in 6th or 7th grade. I like that we’re making a difference now.”

Congratulations on your recognition Martha! We are so proud you are part of our CEA family.
**CCS Summer School Application Now Open**

The CCS Summer Experience Program (Summer School) application is now open and will remain open throughout the summer as hiring is finalized. Thanks to an MOU that was negotiated by your Union and the administration, this year, for the first-time ever, Part-Time Hourly Special Education Intervention Specialists, Latchkey Teachers, and part-time hourly CEA bargaining unit members are now eligible to apply for the 2021 Summer School.

The District’s goal is to have all of the first selection agreements sent out before Spring Break begins on April 2. All selected CEA bargaining unit members will receive a contract via school mail that must be returned in order to be placed in a summer position.

To apply, go to [http://bit.ly/2021sCcs](http://bit.ly/2021sCcs). If you have questions, please contact Emma Corbin, Summer Experience Coordinator at ecorbin5214@columbus.k12.oh.us.

**Consider Donating to the Catastrophic Sick Leave Bank**

The following members have been approved for Catastrophic Leave and are in need of donated days:

<table>
<thead>
<tr>
<th>Lisa Atkinson</th>
<th>Easthaven ES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Renée Castorano</td>
<td>Wedgewood MS</td>
</tr>
<tr>
<td>Michelle A. Innis-Dorsey</td>
<td>Duxberry Park ES</td>
</tr>
<tr>
<td>Faye Love</td>
<td>East Linden ES</td>
</tr>
<tr>
<td>Cindy Meister</td>
<td>Clinton ES</td>
</tr>
</tbody>
</table>

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.

**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/3bwKmN](https://bit.ly/3bwKmN) or to join by phone, call 301-715-8592. If needed, use meeting ID 984 1090 8742 and use passcode 472133.

**Pension and Retirement**

Retirement is confusing and planning is usually far more complex 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:


**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


**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](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.
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.

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 with the State Employment Relations Board for a unilateral change in working conditions.

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

CEA Office Contact Information

John Conigliaro, President … cconigliaro@ceaohio.org
Phil Hayes, Vice President… phayes@ceaohio.org
Tai Hayden, Staff Consultant … thyaden@ceaohio.org
Cindy Love, Staff Consultant … clove@ceaohio.org
Toni Mullins, Staff Consultant … tmullins@ceaohio.org
Tom Burkert, Budget Director … tburkert@ceaohio.org
Bob Hern, Membership … bhern@ceaohio.org
Dorothy Wilson, TLI … d wilson@ceaohio.org
Jeremy Baiman, OEA, LRC … jbaiman@ohea.org
Michela Crenn, OEA, Admin. Asst. … mcrenn@ceaohio.org
Kathy Wilkes, Executive Asst. … kwilkes@ceaohio.org

Special Notes

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.

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 due on the activity date.

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 jnpencek8964@columbus.k12.oh.us. Go to https://cesoh.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 $5250 Educator Expense Deduction for eligible expenses such as professional development courses, books, and classroom supplies remains in Federal tax law.

You might be one of many Americans who could benefit from refinancing your home. By refinancing and locking in a better rate on your loan, you could reduce your monthly payment and save thousands of dollars in interest on the life of your mortgage. The specialists at Education First Credit Union can answer all your mortgage questions. Call (614) 221-9376 or email dthines@educu.org.

Invitation to Join a CEA Member

If you know someone is new to your building, send them to www.ceaohio.org to find out more about Union benefits and see how to become a member.

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PAR PAR