Asynchronous Day and Remote Work

As you know, the CEA Master Agreement sets the date for our negotiated Records Day as the Wednesday following the end of a quarter. The current Memorandum of Understanding (MOU) also provides for one asynchronous day per week for all CEA bargaining unit members when our students are in a blended learning model. Consequently, your Union has been receiving many questions about when next week’s asynchronous day will occur.

CEA has negotiated an MOU specifically for this situation that will benefit our members, our students and their families. Go to https://bit.ly/3O8jx5x to download the MOU. Here are the highlights:

The third quarter grading window, as defined by the Master Agreement, is extended for all CEA bargaining unit members, so that:
- All teachers now have until the end of the contract day on Wednesday, Mar. 31, to enter their initial third quarter grades.
- Administrators will return grade corrections as early as possible on Apr. 1, 2021. Corrections to third quarter grades must be entered by the end of the contract day Apr. 1, 2021.

Wednesday, March 31, will remain a standard asynchronous day of learning for all students, and:
- All CEA bargaining unit members will be permitted to work remotely onsite on Mar. 31, 2021.

Thursday, Apr. 1 will be converted to an asynchronous day of learning for all students. Additionally, on Apr. 1, 2021:
- All K–5 and grade 6 ES teachers shall only be responsible for a 20-minute morning synchronous meeting time with students and providing asynchronous work to students for the day. The remaining balance of minutes for the day (4:30) shall be considered to be planning/preparation minutes and shall be considered unscheduled time during the teacher’s contractual day.
- For all other support or meeting time will be expected on this asynchronous day.
- All CEA bargaining unit members will be permitted to work remotely offsite on Apr. 1, 2021.

Working Remotely During Blended/Student Non-Attendance Days

Additionally, the District has clarified its email “Updated Remote and On-Site Work Guidelines” sent on Monday, Mar. 8, at 4:18 p.m. to reflect both parties’ mutual understanding of 6(a) of the current MOU. Go to https://bit.ly/3rJFeJf to download the letter. Pursuant to the letter, dated Mar. 18, 2021, from CCS Employee Relations Director John Dean:

“Specifically, during blended learning instruction, all CEA bargaining unit members will be permitted to work remotely on the one day per week when students are learning remotely, as well as any days of student non-attendance, so long as the bargaining unit member is able to complete job expectations remotely. This provision will apply to CEA bargaining unit members regardless of report-in location.”

This confirmation means that all CEA bargaining unit members may work remotely on the weekly asynchronous day as well as any day of student non-attendance, even if CEA bargaining unit members have been previously told by the administration that this language in the MOU does not apply to them. As always, if you have any questions, please do not hesitate to contact the CEA Office.

CEA Spring Election Results 2021

Your Association would like to thank every member that participated in the recent spring election by running as a candidate or taking part in the democratic process.

Board of Governor Races:

- CEA Dist. 3 Governor Joe Decker (Won by acclamation)
- CEA Dist. 6 Governor Richard Roth (Won by acclamation)
- CEA High School Governor-At-Large Gerry Curran (Won by acclamation)

NEA Local Delegate Election Results:

- Greg Mild (592), Terri Mullins (384), Cindy Love (257), Traci L. Johnson (211), Tai Hayden (205), Robin M. Jeffries (188), Dale Rucker (197), Tracie L. Helmbrecht (192), Taraja Shephard Allen (187), Keith A. Emrick (183), Dwayne Zimmerman (182), Larry A. Carey (169), Tyree A. Rivers (162), Kriston Crombie Stotik (159), Cynthia Smithers (156), Merle Widler (95), Kari Yates (95), Claudia Eschelbach (93), Clarence W. Daniels Jr. (91), Merle Widler (100), Courtney Coman (84), Christopher O. Kopp (52), and Bronda T. Jackson (24).

NEA State-At-Large Delegate Election Results:

- Robin M. Jeffries (223), Taraja Shephard Allen (169), Keith A. Emrick (155), April Walsh (133), Claudia Eschelbach (133), Chris Weyand (124), Marry Flood Jr. (119), Taraja Shephard Allen (115), Merle Widler (100), Courtney Coman (84), Christopher O. Kopp (52), and Bronda T. Jackson (24).

OEA Delegates Election Results 2021–2022:

- Greg Mild (634), Terri Mullins (416), Traci L. Johnson (289), Iretta N. Thomas (275), Cindy Love (273), Tai Hayden (254), J. Sanchez (233), Robin M. Jeffries (222), Chaka Diop (216), Dale Rucker (197), Tracie L. Helmbrecht (192), Taraja Shephard Allen (187), Keith A. Emrick (183), Dwayne Zimmerman (182), Larry A. Carey (169), Tyree A. Rivers (162), Kriston Crombie Stotik (159), Cynthia Smithers (156), Marry Flood Jr. (149), Claudia Eschelbach (149), D. Keith Adams (144), Chris Weyand (138), Clarence W. Daniels Jr. (134), Jada C. Jackson (134), April Walsh (130), Kenya Davis (128), Merle Widler (115), Lisa R. Johnson (115), Beth-Any Bell (114), Kevin Scott Daberko (114), Amber Hill (113), Annelise Taggart (111), Denise Sizemore (109), Amy Mondillo (106), Kim Albaugh Ogilbee (103), Courtney Coman (101), Kari Yates (101), Julie A. Meyer (99), Alan Frank Schmiedebusch (98), Keisha Trammell (97), Nicole Chavers (97), Jen Kinkela (96), Cynthia Price (96), Lola Johnson (95), Amy Hammond (92), Andy Zalenski (90), Nicole Bell (89), Jennifer Zutterling (86), Ellen Giovannazio (86), Ashley Green (85), Keisha Calloway (85), Marisa Keith (81), Andy Merritt (79), Brigette Lowery (77), Christopher O. Kopp (76), Alyssa Mitchell (75), Shana Veron (73), Arelia L. Young (72), Raylene A. Polechow (71), Marissa Jenkins (71), Jennifer Harvey (71), Constance Workman (70), Melanie K. Sullivan (70), Jennifer Searbrough (70), Chris Williams (70), Sarah N. Gross (68), Jill Grimm (67), Nicole Shanks (67), Kathryn O’Leary (66), Laura F. Smith (65), Jodi Minter (64), Ivory M. Hister (63), Christine Foster (62), Kristen L. Fitch (59), Victoria Quiring (57), and Gloria Pagan (50).

* Note: The delegate status of all candidates for the NEA and/or OEA Representative Assemblies shall be published in the next edition of the CEA Voice.
Future benefit payments for active teachers have been a focus of the STRS Board since 2009. During this time, Carol Correthers (active seat) has committed to acting in the best interest of all STRS members. Rita WALTERS and Robert Stein are seeking re-election. Carol Correthers is running for re-election to an active STRS seat. OEA Endorsements

When it comes to the oversight of retirement funds for Ohio's teachers experience matters. The OEA Board of Directors has endorsed the candidacy of three current STRS Board members for re-election: Carol Correthers is running for re-election to an active seat. Rita Walters and Robert Stein are seeking re-election as retiree representatives on the Board. They are all committed to acting in the best interest of all STRS members and ensuring that STRS is strong and stable for the long haul.

In early April, ballots will be sent to all STRS members. Active employees, those currently paying into STRS are eligible to vote in the election for the active member seat. STRS retirees, are eligible to vote in the election for the retiree seats. Below is information on OEA's endorsed candidates.

Carol Correthers (active seat)

Carol Correthers is an intervention specialist with over 20 years of experience in the Lorain City Schools. She is active in her local association and a former member of the OEA Board of Directors. Correthers has served on the STRS Board since 2009. During this time, the funding level of the STRS pension plan has improved significantly. This means that future benefit payments for active teachers are more secure.

Rita Walters and Robert Stein (retiree seats)

Rita Walters retired with 35 years of experience as a classroom teacher with Switzerland of Ohio Schools. As an active teacher she also served as president of her local association and on the OEA Board of Directors for 12 years. Walters was elected to the STRS Board in 2017. Robert Stein is a retired teacher from Strongsville City Schools and was also Praxis III assessor with the Ohio Department of Education. Stein has served on the STRS Board since 2009.

During their time on the STRS Board, the solvency of the STRS retiree health care program has vastly improved. Once, projected to run out of money in a few years, the health care plan is now over 100 percent funded. Additionally, STRS continues to be recognized as a premier public retirement system and over 90 percent of retirees have favorable views of STRS.

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>Statement of Grievance</th>
<th>Relief Requested</th>
<th>Disposition</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDMUND BAKER &lt;br&gt; South HS</td>
<td>The CEA Board Agreement was violated, misinterpreted, and/or misapplied when the principal of South HS, flattened classroom numbers so that the class sizes/student load for teacher(s) at South HS met contractual requirements.</td>
<td>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.</td>
</tr>
<tr>
<td>CCSS 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 teaching positions in the CEA-CCS contract.</td>
<td>The affected bargaining unit members shall be made whole in every way, including but not limited to the following: A district shall fill all open teaching positions in the CEA-CCS 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.</td>
</tr>
<tr>
<td>NIKKI MYERS &lt;br&gt; Salem ES</td>
<td>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 of the CEA-CCS Master Agreement.</td>
<td>The association requests that the grievant(s) be made whole in every way, including but not limited to the following: A district shall implement a-tiered elementary grading policy which directed teachers to provide opportunities to improve students' final quarter grades and reopened the elementary grading window for the first quarter. On or about January 20, 2021, the Association was made aware of the implementation of this tiered elementary grading policy via email. The email from the Director of Employee Relations reads, in relevant part: “After review of your position, the District has decided to move forward with the implementation plan as presented to you last week without additional modification. Additionally, we decline to make the guidance optional.” Article 201.03 of the 2019-2022 CEA-CCS Master Agreement reads: “In the event the school administrator changes a student's nine-week grade, the administrator will, as promptly as practical, notify the teacher who gave the original grade. In the event the school administrator changes a student's final grade, the administrator will initial and date such change and, as promptly as practical, notify the teacher who gave the original grade.” Article 210.03 of the 2019-2022 CEA-CCS Master Agreement reads, in relevant part: “For grades Pre-K-Kindergarten through grade four (4), 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. All teachers shall have final student grades entered into the electronic grading system in accordance with the grade mark entry schedule.”</td>
</tr>
<tr>
<td>CCE 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 teaching positions in the CEA-CCS contract.</td>
<td>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.</td>
</tr>
</tbody>
</table>
HB 151 would do the following:

- Begins with the 2023–2024 school year, replaces the Ohio Teacher Residency (OTR) program with two-year New Teacher Mentorship Programs developed at the local level.
- Requires each Local Professional Development Committees (LPDCs) to establish a two-year New Teacher Mentorship program under HB 151.
- Requires each school district to provide at least one day of professional development to new teachers in each of their first two years to observe a veteran teacher.
- Removes any statewide summative assessment (e.g. RESA)
- Requires LPDCs determine time frame by which individuals enrolled in the OTR program before April 12, 2023 shall complete a new teacher mentorship program under HB 151.
- Assigns each new teacher a mentor teacher that has at least 5 years of experience and has renewed their professional license at least once.
- Requires each school district to provide at least one day of professional development to new teachers in each of their first two years to observe a veteran teacher.
- Seeks to address these problems. The bill has bi-partisan co-sponsors.

Important Quarantine Update from CCS
Effective Wednesday, Mar. 24, 2021, Columbus City Schools will follow the recently updated recommendations for exemption from quarantine after COVID-19 vaccination from the Centers for Disease Control and Prevention (CDC). The Ohio Department of Health and Columbus Public Health have also adopted this guidance, which may now be implemented.

Fully-vaccinated CCS employees with an exposure to someone with a suspected or confirmed case of COVID-19 should monitor for symptoms of COVID-19 for 14 days following the exposure and follow recommended isolation protocols if they develop COVID-19 symptoms.

However, they are not required to quarantine or be tested if they meet all of the following criteria:

- Are fully vaccinated, meaning:
  - Two-Dose Series (Moderna or Pfizer) at least two (2) weeks following receipt of the second dose;
  - Single-Dose Series (Johnson & Johnson) at least two (2) weeks following receipt of the dose; or
- Have remained asymptomatic since the current COVID-19 exposure.

Quarantine Exemption Process:
1. Identify exposure;
2. Supervisor, School Nurse, or Building Administrator requests a copy of the employee’s immunization card;
3. Supervisor, School Nurse, or Building Administrator views copy of the card and checks that it meets the criteria for 14 or more days after the last dose of vaccine;
4. Supervisor, School Nurse, or Building Administrator enters data on Columbus City Schools’ Staff Member COVID-19 Tracking Form.

Note: Employees who cannot or will not submit a copy of their immunization card will be required to quarantine per Columbus Public Health guidelines.

Note from CEA: We have confirmed with the Director of Health Services, Dr. Kate King, that a digital photograph or other facsimile of their immunization card where the identifying information is clearly visible is acceptable. CEA members should safeguard the original copy of their immunization card.

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/2SJofEj. 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 go to https://bit.ly/3bwKFMN or to join by phone, call 301-715-8592. If needed, use meeting 926 4109 3598 and passcode 761378.

When Can I Afford to Retire or Will I Just Die at My Desk?
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 counseling, and opportunities to observe veteran teachers.
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 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.

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>Name</th>
<th>School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lisa Atkinson</td>
<td>Easthaven ES</td>
</tr>
<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.

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 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.
3. 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.

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.

- Apr. 13 Resource Road Show: Seek, Share, & Swap! (0.2 CEUs)
- Apr. 20 Canvas Training (0.2 CEUs)
- Apr. 27 Parent & Community Engagement (0.2 CEUs)

Register today on PD Planner for any or all of these sessions.

Special Notes

- **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 Jacque Peneck, District PBIS Coordinator, at jpennek3864@columbusk12.oh.us. Go to https://ccsoh-us.zoom.us/s/30593774639 to participate.

- **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.

- **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.
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.