



## 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/3f0bjXb> 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 offsite 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 (430) shall be considered to be planning/preparation minutes and shall be considered unassigned time during the teacher's contractual day.
- For all other CEA bargaining unit members, the entirety of their workday shall be considered to be planning/preparation minutes and shall be considered unassigned time during the teacher's contractual day.
- No 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/3r1JFeL> 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), Teri Mullins (384), Cindy Love (257), Traci L. Johnson (211), Tai Hayden (205), Robin M. Jeffries (188), Dale Rucker (158), Dwayne Zimmerman (145), Keith A. Emrick (141), Taraja Shephard Allen (138), Tracie L. Helmbrecht (135), Larry A. Carey (129), Kriston Crombie Stotik (116), Cynthia Smithers (109), Marty Flood, Jr. (101), April Walsh (96), Chris Weyand (95), Claudia Eschelbach (93), Clarence W. Daniels Jr. (91), Jada C. Jackson (90), D. Keith Adams (87), Merele Wilder (79), Annelise Taggart (71), Lisa R. Johnson (68), Amy Mondillo (65), Keisha Trammell (65), Kari Yates (62), Courtney Coman (60), Julie A. Meyer (56), Cynthia Price (51), Alan Frank Schmiedebusch (51), Chris Williams (47), Ellen Giovinazzo (43), Sharon Unrau (42), Laura F. Smith (40), Marisa Keith (37), Constance Workman (37), Jody L. Minter (32), Christopher O. Kopp (31), Nicole Shanks (31), Ivory M. Hister (31), and Marissa Jenkins (25).

### 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), Marty Flood Jr. (119), Clarence Daniels Jr. (115), Merle Wilder (100), Courtney Coman (84), Christopher O. Kopp (52), and Bronda T. Jackson (24).

### OEA Delegates Election Results (2021-2022)\*:

Greg Mild (634), Teri Mullins (416), Traci L. Johnson (289), Izetta 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), Marty 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), Merele Wilder (115), Lisa R. Johnson (115), Bethany Bell (114), Kevin Scott Daberkow (114), Amber Hill (113), Annelise Taggart (111), Denise Sizemore (109), Amy Mondillo (106), Kim Albaugh Oglibee (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), Lolita Johnson (95), Amy Hammond (92), Angy Zalenski (90), Nicole Bell (89), Jennifer Zutterling (86), Ellen Giovinazzo (86), Ashley Green (85), Kesha Calloway (85), Marisa Keith (81), Andy Merritt (79), Brigitte Lowery (77), Christopher O. Kopp (76), Alyssa Mitchell (75), Sharon Unrau (73), Ardelia L. Young (72), Raylene A. Polchow (71), Marissa Jenkins (71), Jennifer Harvey (71), Constance Workman (70), Melanie K. Sullivan (70), Jennifer Scarbrough (70), Chris Williams (70), Sarah N. Grosh (68), Jill Grimm (67), Nicole Shanks (67), Kathryn O'Leary (66), Laura F. Smith (65), Jody 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*.

# 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 Nikki Myers, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association-Columbus City Schools 2019-2022 Master Agreement by authorizing the issuance of a Letter of Direction to grievant without just cause.	The grievant will be made whole in every way, including but not limited to the following; The district shall immediately withdraw the Letter of Direction issued on or about December 8, 2020 from the grievant's personnel and discipline files. Any record of the Letter of Direction issued on or about December 8, 2020 which must be 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>	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.  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."  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-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."	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.	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 support.  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.  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.  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.  The CEA Board of Governors has voted to send this grievance to arbitration.

## STRS Elections and 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 member seat on the Board. 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 makes the future benefit payments for active teachers more secure.



Carol Correthers

### 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.



Rita Walters

Robert Stein

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.



## 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:
  - o Two-Dose Series (Moderna or Pfizer) at least two (2) weeks following receipt of the second dose
  - o Single-Dose Series (Johnson & Johnson) at least two (2) weeks following receipt of the dose
- 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.

## House Bill 151 replaces the Ohio Teacher Residency program with two-year New Teacher Mentorship Programs developed at the local level.

OEA supports HB 151. Beginning with the 2023-2024 school year, HB 151 replaces the statewide Ohio Teacher Residency program (including the resident educator summative assessment) with two-year New Teacher Mentorship Programs developed at the local level.

New Teacher Mentorship Programs will help early career educators successfully transition into the profession with supports such as mentoring, counseling, and opportunities to observe veteran teachers.

The current statewide OTR program has been criticized for having redundant and tedious requirements that distract from teaching and drive younger teachers out of the profession. HB 151 seeks to address these problems. The bill has bi-partisan co-sponsors and was introduced by Rep. Don Jones (R-Freeport), a former classroom teacher.

### HB 151 would do the following:

- Beginning 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 that "reflects on instructional practices, an introduction to the teaching profession and the school district or school, as well as any other topic determined appropriate by the committee." Components of the program must include mentoring,

counseling, and opportunities to observe veteran teachers.

- 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.
- Removes any statewide summative assessment (e.g. RESA)

Please go to <https://bit.ly/3sIRX2z> for more information on HB 151 and to contact your elected representative.

## 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 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

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.

## 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/2021ssCCS>. If you have questions, please contact Emma Corbin, Summer Experience Coordinator at [ecorbin5214@columbus.k12.oh.us](mailto: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.

Lisa Atkinson	Easthaven ES
Renée Castorano	Wedgewood MS
Michelle A. Innis-Dorsey	Duxberry Park ES
Faye Love	East Linden ES
Cindy Meister	Clinton ES

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 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.

## 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. 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

- 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.
- 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. 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).

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

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

and click on

**2019–2022 CEA Master Agreement**

Columbus  
Education  
Association

cea

Master  
Agreement  
2019–2022

**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.



Did you know that Education First Credit Union exists solely to serve our member-owners—that’s you! As a member-owner, you’ll benefit from fewer and lower fees, lower loan rates, higher deposit rates, and more. Open your account today! Go to <https://www.educu.org/join-today/> to get started.

*Equal Credit Opportunity Lender / NMLS #811029*

**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**

John Coneglio, President . . . . . [coneglio@ceaohio.org](mailto:coneglio@ceaohio.org)  
Phil Hayes, Vice President . . . . . [hayesp@ceaohio.org](mailto:hayesp@ceaohio.org)  
Tai Hayden, Staff Consultant . . . [haydent@ceaohio.org](mailto:haydent@ceaohio.org)

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