CEA Awards Next Group of Mini Grants

Your CEA is proud to announce this year’s recipients of the CEA Foundation Mini Grants. These grants, available to all CEA members, align directly with the mission of the CEA Foundation: to empower CEA members to design and implement innovative opportunities that will ultimately lead to higher achievement for all students. Three types of mini-grants were awarded to members:

- **Early Educator Mini Grant**—20 total grants up to $300 each (for teachers in Years 1–5 of their career)
- **STEM/STEAM Mini Grant**—10 total grants up to $600 each (open to all CEA members)
- **General Mini Grant**—25 total grants up to $320 each (open to all CEA members)

Grants cover one academic year. There will be one application window per semester. This will allow members time to reflect on the needs of their classrooms, programs, and students. Members are eligible to receive one Mini Grant per year.

### Cassie Myers
- Champion MS
- Meaningful Mindful Mathematics

### Amanda Harrison
- Clinton ES
- Secret Stories to Unlock Phonics

### Michelle Hooper
- Liberty ES
- Mindfulness Club

### Tracey Johnson
- Berwick PreK–6
- Using Creative Journaling

### Jennifer Lourens
- Scottwood ES
- Scottwood STEAM Team

### Ashley Luedke
- Parsons K–6
- Organization Station

### Yasmeen Mallory
- Livingston ES
- Easel for Third

### Chase Montana
- Northland HS
- Resistance Band Warm-up

### Cassie Myers
- Speech & Language
- Diverse Book Nook

### Michele Thomas
- Innis ES
- Poetry Club

### Carolyn Williams
- Clinton ES
- What Makes a Poem a Poem

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**Evaluations: Know Your Responsibilities**

As we approach the end of the evaluation process for this school year, there are a few things you must complete to ensure everything is in order. Please keep the following dates in mind as we close out 2020-2021 evaluation cycles.

OHEA has a required electronic teacher and principal evaluation system (eTPES) that is used for reporting the evaluation results for classroom teachers & school counselors (not LSPs).

- **Apr. 12–16**: Activate your eTPES account, if new (check CCS email for activation message sent by no-reply@ohiotpes.com), or go to [https://ohiotpes.com](https://ohiotpes.com) and click on the “Forgot Your Password?” link to reset your password from last school year.

- **Apr. 22–27**: Check your CCS email for directions on this step from ILEAD Administration. Teachers and school counselors should log into eTPES and acknowledge Final Summative Rating by entering your PIN. This acknowledgement only indicates that you have seen your ratings, it does not indicate that you are in agreement with your rating. (If not completed by Apr. 27 your evaluator will confirm rating in eTPES.)

- **Apr. 28–May 7**: Teachers and school counselors will receive a printout/electronic version of their Final Summative Rating Report from eTPES from building principal or evaluator. Staff on the LSP rubric will receive a printout/electronic version of their Final Summative Rating Forms from ILEAD from building principal or evaluator. This constitutes the Final Conference for the school year. Joint Evaluation Panel has approved an Appeals Process for staff who wish to appeal their evaluation. Staff must meet one of the following criteria:
  - Educators that have an overall Final Summative Rating of “Ineffective”.
  - Educators that have an “Ineffective” performance rating.
  - Two evaluators and the overall rating is questionable.
  - The evaluation contains a procedural error.

The Evaluation Appeal Form will be available on May 10 on the ILEAD website at [https://www.ccsoh.us/Page/2360](https://www.ccsoh.us/Page/2360). To file an appeal, submit the completed form along with appropriate documentation to Teri Mullins at CEA by 4:30 p.m., Friday, May 21, 2021. The Joint Evaluation Panel will meet to review appeal requests the week of June 7.

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**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.

**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

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

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[**The CEA Master Agreement is set to expire in fewer than 492 days.**](#)
was also Praxis III assessor with the Ohio Department of Education. Stcin 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 projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved. Once, projected to run out of money in a few years, the health care plan has vastly improved.
 ful Discussions on Ohio’s Education Issues

now eligible to apply for the 2021
are CEA bargaining unit members
impacting Ohio’s students, educators, schools, and communities.
Latchkey 
Time Hourly Special Education
year, for the first-time ever, 
Union and the administration, this 
MOU that was negotiated by your 
as hiring is finalized. Thanks to an 
remain open throughout the summer 
Jody Minter (64), Ivory M. Hister (63), Christine Foster (62), Kristen L 
Shanks (67), Kathryn O’Leary (66), and Laura F. Smith (65).
Mitchell (75), Sharon Unrau (73), Ardelia L. Young (72), Raylene A. 
Merritt (79), Brigette Lowery (77), Christopher O. Kopp (76), Alyssa 
Ashley Green (85), Kesha Calloway (85), Marisa Keith (81), Andy 
Merritt (77), Christopher O. Kopp (76), Alyssa Mitchell (75), Sharon Uhra (73), Ardella L. Young (72), Raylene A. 
Polchow (71), Marissa Jenkins (71), Jennifer Harvey (71), Constance 
Workman (70), Melanie K. Sullivan (70), Jennifer Scarborough (70), 
Chris Williams (70), Sarah N. Gross (68), Jill Grimm (67), Nicole 
Shanks (67), Kathryn O’Leary (66), and Laura F. Smith (65).

OEA RA 2021—2022 Local Delegates (Alternates):

Education Matters Podcast offers Insightful Discussions on Ohio’s Education Issues in 20-Minute Episodes—Subscribe now!

From navigating the challenges of reaching and teaching students amid the COVID-19 pandemic to the policy proposals that could finally fix Ohio's broken school funding system, there are many issues shaping the education landscape in our state every day. OEA's new podcast, Education Matters, is taking a deeper dive into all of them—and highlighting the innovative work of our members—in 20-minute, easily-digestible episodes every week.

Go to https://feeds.transistor.fm/education-matters to hear a short trailer

New Education Matters episodes are published every Thursday morning, and you can catch up on the full season so far on Apple Podcasts, Google Podcasts, Spotify and many other platforms, or at https://feeds.transistor.fm/education-matters

Don't miss an episode! Subscribe to Education Matters for more thoughtful conversations to stay up-to-speed on all of the issues impacting Ohio’s students, educators, schools, and communities.

We welcome your feedback. If there's a topic you'd like to hear about or you know of a member in your Local who should be featured, email educationmatters@oea.org

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 CCE 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

• 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-Freepoint), 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.

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 sent out before Spring Break begins on April 2. All selected CEA bargaining unit members will receive a contract via school mail

Don’t miss an episode! Subscribe to Education Matters podcasts, Google Podcasts, Spotify and many other platforms, or listen to 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.

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• 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 five 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) 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):

1. Special identified student populations (AP, IB, CCP, Career Center) may fall outside of these asynchronous minute requirements if teachers, in their professional judgment, choose to provide live instruction at their sole discretion to students who are remote or if the teachers must provide live instruction to certain students who are remote 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.

Consider Donating to the Catastrophic Sick Leave Bank
The following members have been approved for Catastrophic Leave and are inneed of donated days.

<table>
<thead>
<tr>
<th>Name</th>
<th>School</th>
</tr>
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<tbody>
<tr>
<td>Lisa Atkinson</td>
<td>Easthaven ES</td>
</tr>
<tr>
<td>René Castorano</td>
<td>Wedgewood MS</td>
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<tr>
<td>Michelle A. Innis-Dorsey</td>
<td>Duxberry Park ES</td>
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<td>Faye Love</td>
<td>East Linden ES</td>
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<tr>
<td>Cindy Meister</td>
<td>Clinton ES</td>
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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
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 jpencke9864@columbus.k12.oh.us. Go to https://eccho-us.zoom.us/s/3059377#463# 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.

CEA Office Contact Information
John Coneglio, President …… conej倾听@ceaohio.org
Phil Hayes, Vice President …… hayep@ceaohio.org
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Kathy Wilkes, Executive Asst. …… wilkesk@ceaohio.org

Remember that your CEA Master Agreement is always located on our website at wwwceaohio.org/cea-contract/ and click on 2019–2022 CEA Master Agreement

CEA hopes you enjoyed your spring break!

Member service that counts since 1936. At Education First Credit Union, our friendly, helpful staff is always standing by to help you meet your financial goals. To learn more about our programs and services, give us a call or stop in today—we’re delighted to meet you! Call (614) 221-9376 or visit www.educu.org to get started.

Equal Credit Opportunity Lender / NMLS #811029

CEA: Member service that counts since 1936.

Multiple Winners!

 enters Today:

remember that your
CEA Master Agreement
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www.ceaohio.org/cea-contract/
and click on
2019–2022 CEA Master Agreement

Invite a new educator to become 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.

Go to www.readyfor2500.com/nea to enter!