

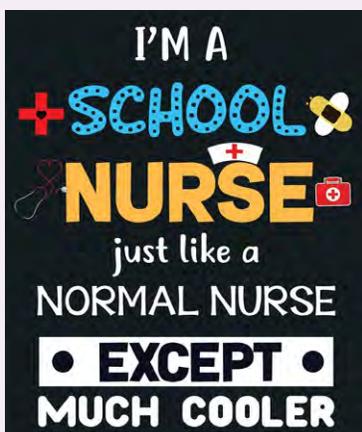
## National School Nurse Day

National School Nurse Day has been set aside to recognize school nurses since 1972 and to foster a better understanding of the role of school nurses in the educational setting. It is celebrated on the Wednesday within National Nurse Week.

School Nurse Day is a way to recognize the contributions to student health and learning that school nurses make everyday. School Nurses assist our students with being able to fully access their education because of interventions and actions performed every day. This year we celebrate National School Nurse Day on May 12.

A typical school nurse's schedule can encompass health care screenings, hearing, and vision testing, dealing with home accidents, diseases such as diabetes and asthma, student obesity, special needs like tube-feeding, preventing the spread of disease through blood exposure, and the fallout from mental, emotional, and social problems including arranging for disadvantaged students to receive breakfast and clothing and even helping students cope who are homeless or whose parents are incarcerated.

For some students, the school nurse is the only health care professional they ever see. Their work is not confined to the nurse's office—they must also interact with other professionals such as teachers, doctors, child study teams, administrators, school counselors, coaches, parents, police officers, drug and substance abuse professionals, social workers, and other Education Support Professionals. For those, and many other reasons, we celebrate our CEA school nurses!



## 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 Mondillo (Scottwood 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.

Meeting Date	Building/Unit	Variance Request	Vote Outcome
June	Cols. Gifted Academy	Request for teachers to teach six classes	Approved
June	Beechcroft HS	Request to continue the current modified schedule	Approved
June	School Psychologists	Request to continue the current mentorship program in lieu of PAR	Approved
June	Walnut Ridge HS	Request to block schedule	Approved
June	Walnut Ridge HS	Request to amend parent/teacher conference schedules	Approved
June	Walnut Ridge HS	Request for teacher to teach six classes	Approved
September	Beechcroft HS	Request to amend schedule during remote learning period	Approved
September	Olde Orchard ES	Request to amend Unified Arts schedule during remote learning period	Approved
September	Parsons ES	Request to amend Unified Arts schedule during remote learning period	Approved
September	Georgian Heights ES	Request to amend Unified Arts schedule during remote learning period	Withdrawn
September	Cols. Africentric EC HS	Request to split Department Chair contract	Approved
September	School Nurses	Request to renew school nurse exclusion from the PAR program	Approved
September	School Nurses	Request to renew use of Record Days and PD Days interchangeably	Denied
October	Burroughs ES	Request to hold one 1.5 hour staff meeting per month on Wednesdays	Approved
October	Walnut Ridge HS	Request to split Department Chair contract	Approved
October	Centennial HS	Request to split Department Chair contract	Approved
November	Miffin HS	Request to amend parent teacher conference schedule	Approved
November	Miffin HS	Request to split Department chair	Approved
November	Cedarwood ES	Request to consolidate building staff meetings	Approved
December	Northland HS	Request to amend bell schedule during remote learning	Approved
December	OT/PT	Request to utilize MUNIS in lieu of SEMS	Approved
February	Hilltonia MS	Request to continue the modified schedule during the 2021-2022 school year	Approved
February	École Kenwood K-6	Request to be considered and protected under the MOU with the combination of live streaming and teaching in person	Approved
March	Salem ES	Request to consolidate building staff meetings	Approved
March	Salem ES	Request to amend remote day unassigned time	Approved
March	Fort Hayes Arts & Academic HS	Request to change scheduled 10 period day	Approved
March	Whetstone HS	Request to shorten student lunch	Approved

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The CEA Master Agreement is set to expire in fewer than 464 days.

# 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
Edmund Baker South HS	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.
CCS Administration	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.

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March	Duxberry ES	Request to amend Unified Arts scheduling	Approved
April	School Psychologists	Request to change the time frame allowed to complete supplemental work	Approved
April	Moler ES	Request to split department chair contract	Tabled
April	Early Childhood Education	Request to allow staff to complete training on asynchronous Wednesdays	Approved
April	Burroughs ES	Request to amend unified arts scheduling	Approved

## Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't or can't.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.
- You have the right to the representative of your choice, not your principal's choice. You can be represented by your FR or



by a staff member from the CEA office. FRs do not have to participate in hearings if they don't feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the *CEA Master Agreement*.

## SFRs Begin Reserved T-shirt Pickups Starting Tuesday

If you reserved a new CEA Solidarity T-shirt, your Senior Faculty Representative will be picking them up starting **Tuesday, May 11**, at the CEA Office. We are open 8:30 a.m. to 4:30 p.m.

If you did not reserve a shirt, you will be able to come to the CEA Office, 929 E. Broad St., starting **Monday, May 17**. We will have you sign for your T-shirt when you arrive. Sizes from Small to 6XL will be available. Some sizes may move quickly so make sure you come as soon as you can. You can only pick up your shirt. You cannot pick up a T-shirt for a colleague. Call CEA at (614) 253-4731 if you have questions.



## LA Attendance: Special Meeting

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected faculty representatives receive vital updates from CEA officers and staff and vote on

important issues affecting your Association and its members. Any CEA member is welcome to attend the LA. The following is a list of buildings/units that were represented at the Apr. 29 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Avalon ES, Avondale ES, Beechcroft HS, Berwick PreK-8, Binns ES, Burroughs ES, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus City Schools Digital Academy, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus North International HS 7-12, Columbus Scioto 6-12, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K-6, Elementary Art, elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Leawood ES, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Northland HS, Nurses, Oakland Park ES, Oakmont ES, Ohio Avenue ES, Olde Orchard ES, OT/PT, Parkmoor ES, PBIS Coordinators, Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, South HS 7-12, South Mifflin STEM Acad PreK-6, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS.

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One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected faculty representatives receive vital updates from CEA officers and staff and vote on important issues affecting your Association and its members. Any CEA member is welcome to attend the LA. The next meeting will be held Thursday, May 20, at 4:30 p.m. The following is a list of buildings/units that were represented at the May 6 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Avalon ES, Avondale ES, Beechcroft HS, Berwick PreK-8, Binns ES, Broadleigh ES, Buckeye MS, Burroughs ES, Cassady ES, CEA, Cedarwood ES, Centennial HS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus North International HS 7-12, Columbus Scioto 6-12, Como ES, Cranbrook ES, Devonshire ES, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Forest Park ES, Ft. Hayes Arts & Academic HS, Gables ES, Georgian Heights ES, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Moler K-6, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES,

Parsons K-6, Part-Time Intervention Specialists, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, South HS 7-12, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS.

## Reminder: Unified Arts Room Repurposing

CEA Faculty Representatives and members who teach art or music should know and utilize their newly won rights to help protect their teaching spaces! New language added to the 2019-2022 CEA Master Agreement creates a process for any building where administration is considering "repurposing" an existing art or music room. The process includes the following steps:

1. Notice: Your administrator must provide written notice to the building Senior Faculty Representative for that building at least seven days before the proposed repurposing.
2. Meeting: A meeting of the Association Building Council must be convened within a week (after the written notice) for the specific purpose of CEA presenting alternative space allocation plans.
3. Reconsideration: If a space is repurposed anyway, the Association Building Council must discuss by the end of the school year the use of that instructional space for the following school year.

While administration can still repurpose art and music space over your objections, this new language is your opportunity to work together and present alternative plans, and also to document your objections to losing your space and revisit the decision for the following year. It is also CEA's opportunity to collect documentation of this issue ahead of next year's negotiations. If you have any questions, please refer to Article 206.14 of the *Master Agreement* or contact the CEA Office.

## Donate to the Catastrophic Sick Leave Bank

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

<b>Maggie A. Ananou</b>	Columbus North International
<b>Renée Castorano</b>	Wedgewood MS
<b>Sharon Cullman</b>	Clinton ES
<b>Michelle A. Innis-Dorsey</b>	Duxberry Park ES
<b>Faye Love</b>	East Linden ES
<b>Cindy Meister</b>	Clinton ES
<b>Akia Scruggs</b>	Briggs HS
<b>Kelle Tarby</b>	Westmoor MS

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.

## 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. Keep the following dates in mind as we close out 2020-2021 evaluation cycles.

ODE 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. 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.

The 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.ccssoh.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**.

## Take the Facility Master Plan Survey

Columbus City Schools is seeking your input. Help shape the future of the District’s facilities. Our Facilities Master Plan (FMP) committee is hosting several community conversations and you’re invited to participate.

Columbus City Schools is beginning a year-long FMP process in which community input is vitally important. They are starting by conducting Regional Community Conversations, which will be led by community volunteers and are open to the public to participate.

To sign up for a Regional Community Conversation, go to <https://forms.gle/KYxyjRPfn8dS3cCA> and submit your initial feedback on the state of the District’s school facilities. Ultimately, the year-long process will result in a comprehensive District Facility Master Plan.

## Update: OTES 2.0

Next school year, our district’s teacher evaluation process will transition to OTES 2.0. This new framework is no longer a 50/50 split between Teacher Performance and Student Growth Measures (it is fully based on Teacher Performance).

Professional Learning & Licensure is partnering with ODE to offer several opportunities for new learning. The purpose of this 1.5 hour session is to provide an overview of the Ohio Teacher Evaluation System 2.0 (OTES 2.0). The OTES 2.0 Overview session is intended for those impacted by changes in legislation which prompted the revision of the current OTES, those being evaluated as licensed educators. Participants will gain a better understanding of Ohio’s transition from OTES 1.0 to OTES 2.0, shifts in focus throughout the evaluation system, and prompt future conversations about how to implement the evaluation system as a true professional growth model.

### Objectives:

By the end of the session, participants will:

1. Meaningfully engage with information concerning the transition to the Ohio Teacher Evaluation System 2.0.
2. Examine the legislation, framework, and model information that comprise the Ohio Teacher Evaluation System 2.0.

Register for a session and learn more about OTES 2.0, go to <https://ccsoh.truenorthlogic.com> (Course Number: 41302). Remember to scroll down and click on “view all sections” in the bottom right hand corner to see all eight options. These sessions will be through Zoom and you will receive the link and any training materials the day before your session. Below are the dates and times for the overview sessions:

<b>May 11</b>	<b>3:45–5:15 p.m.</b>
<b>May 12</b>	<b>3:45–5:15 p.m.</b>
<b>June 15</b>	<b>10–11:30 a.m.</b>
<b>June 16</b>	<b>2–3:30 p.m.</b>
<b>July 21</b>	<b>4–5:30 p.m.</b>
<b>July 22</b>	<b>4–5:30 p.m.</b>
<b>August 10</b>	<b>4–5:30 p.m.</b>
<b>August 13</b>	<b>10–11:30 a.m.</b>

Contact **Wendy Jones** at [ileadadmin@columbus.k12.oh.us](mailto:ileadadmin@columbus.k12.oh.us) if you have questions.

## Apply to Teach Summer School

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.

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, contact Emma Corbin, Summer Experience Coordinator at [ecorbin5214@columbus.k12.oh.us](mailto:ecorbin5214@columbus.k12.oh.us).

## PAR/CEU Class

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.



### May 11 End the Year on a High Note (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.

## 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.

## Special Notes

- ❑ **Fall 2021 Fee Waiver:** The online application period is **open** until **May 11, 11:59 p.m.** Access the online application from home or work using your **CCS email username** and **password**. Have your **college ID number** available when applying. The online form will automatically send you a confirmation email once your application is submitted. Instructions to complete the online application can be found at <http://bit.ly/2jhWSjd>. If you have **Priority I** or **Priority II** status, upload the proper documentation with your online application. Documentation is required with each fee waiver process. **Your priority status will change without the proper documentation.** Go to <https://www.ccssoh.us/Page/4815> to provide you with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines. Contact Sara Lowery at [slowery@columbus.k12.oh.us](mailto:slowery@columbus.k12.oh.us) if you have any questions.
- ❑ **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: Memorial Day**  
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 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 quickly, and that is not always the *CEA Voice*. 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).

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

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

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Did you know that Education First Credit Union was founded in 1936 by teachers from the Columbus City Schools? We're your credit union! Savings and Checking & Loans for your life stages! Your family members can join too! Call (614) 221-9376 or visit [www.educu.org](http://www.educu.org) to get started.

*Equal Credit Opportunity Lender / NMLS #811029 (used Mar. 22, 2021)*

**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**



**Master Agreement 2019–2022**

**OUR PROMISE**

TO SUPPORT THOSE WHO SUPPORT OUR CHILDREN

**The NEA® Auto and Home Insurance Program is designed exclusively for you and your fellow NEA members.**

Exclusive Member Benefits | Payment Skip Options | Deductible Waiver

NEA® Auto and Home Insurance Program




Scan for \$25 Gift Card Offer



**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.



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