

Contract & Salary Notice Delivery

Human Resources will be distributing the 2021–2022 teacher contracts and salary notices next week. Note that contracts will require a teacher signature; **salary notices do not require a signature**. Both contracts and salary notices will be delivered to individual teachers via their Columbus City Schools email account.

Process Details

- Contracts will be sent from contractquestions@columbus.k12.oh.us to individual teachers via email
- Contract Distribution Date: **May 24, 2021**
- Submission Deadline: **June 4, 2021**

Teacher Responsibility

Each teacher will be responsible for printing, signing, and submitting his/her own contract. They will need to return the signed contract to contractquestions@columbus.k12.oh.us by either scanning the document or taking a picture and attaching to their district email. Teachers will be advised that they need to return the contracts within one week to ensure that all contracts are submitted by deadline, June 4, 2021. **Salary notices do not require a signature, nor do they need to be returned.**

Frequently Asked Questions

- Where should questions be directed?
 - For the quickest response, direct all questions to contractquestions@columbus.k12.oh.us.
- What if a specific teacher didn't receive a contract?
 - The teacher may be on a continuing contract and therefore will receive a salary notice which does not require a signature and does not need to be submitted to the District.
 - The teacher has not completed the requirements for renewing their license so we are unable to renew their contract at this time.
 - The teacher is on a leave of absence and will receive their contract when they return to work.

Recess? When?

Don't forget to determine your school's recess policy. This must occur following spring break and before the last teacher workday of the year. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day.

This vote should take place no later than the second teacher workday of the school year. The Master Agreement requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily.

A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school's recesses—our students need them. For full information, refer to Section 302.05 of the *Master Agreement*.



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	Mifflin HS	Request to amend parent teacher conference schedule	Approved

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The CEA Master Agreement is set to expire in fewer than 450 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	<p>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.</p> <p>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."</p> <p>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."</p> <p>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."</p>	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.	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>The CEA Board of Governors has voted to send this grievance to arbitration.</p>

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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
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
May	Buckeye MS	Request to amend student lunch schedule	Approved
May	Marion-Franklin HS	Request to split Department Chair contract	Approved
May	Walnut Ridge HS	Request to amend parent/teacher conference dates	Approved
May	Walnut Ridge HS	Request to block schedule	Approved
May	Walnut Ridge HS	Request for teacher to teach six classes	Approved
May	Fairwood ES	Request to split Department Chair contract	Approved

Personal Learning Workshops from NEA Member Benefits!

Join us the month of June and learn more about several topics designed to make members' lives better.

No pre-registration required—we don't want you to feel reluctant to commit since life can get in the way. If you are interested and available, just join the Zoom call on that day and time.

A variety of times and topics are planned. If there is something you're interested in that isn't currently planned, let us know and we will work to plan something next month.

Presentations will not be recorded due to varying state laws around recording conversations and consent. However, upon request, we can send you a pdf file of the slides shared and any supplemental materials.

Mark your calendar & come join us...and tell a friend, too!

TOPICS, TIMES, AND LINKS

Liar, Liar; Pants on Fire: Strategies to avoid or overcome identity theft and fraud.

June 7 @ 12 noon & June 28 @ 1 p.m. Use this link for either date: <https://bit.ly/3bBxFM6>

Achieving the American Dream: Becoming a First-time Homeowner.

June 7 @ 2 p.m. & June 29 @ 3 p.m. Use this link for either date: <https://bit.ly/33RtcR8>

Extra Credit: All You Need to Know about Your Credit Report and Improving Your Score.

June 8 @ 11 a.m. & June 29 @ 12 noon. Use this link for either date: <https://bit.ly/2QrVxua>

Student Loans and Loan Forgiveness

June 8 @ 2 p.m., June 22 @ 10 a.m. & June 30 @ 1 p.m. Use this link for any of these dates: <https://bit.ly/3fyfya>

What I Want My Loved Ones to Know: A look at Life and Family Preparedness

June 16 @ 11 a.m. & June 21 @ 4 p.m. Use this link for either date: <https://bit.ly/3whfRxA>



Who's Got Time for a Breakdown: Strategies to Reduce Stress in Lives of Education Employees.

June 16 @ 2 p.m. & June 28 @ 10 a.m. Use this link for either date: <https://bit.ly/3bxJjr9>

Getting the Most for Your Dues Dollars: An Overview of Ways to Save more than Dues!

June 21 @ 1 p.m. & June 22 @ 2 p.m. Use this link for either date: <https://bit.ly/2Rt6s7t>

When Can I Afford to Retire or Will I Just Die at My Desk?

June 15 @ 3 p.m. Use this link: <https://bit.ly/3fufDfQ>

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.

Ohio's Broken School Funding System

Twenty-four years after the state supreme court found Ohio's school funding system unconstitutional in the first DeRolph vs. State of Ohio decision, Ohio's students are still waiting for lawmakers to address the major shortcomings of Ohio's school funding system. The current school funding formula does not provide adequate funding nor is it driven by what constitutes a high-quality education. It forces communities to choose: More property taxes or fewer opportunities for their kids.

OEA believes that Ohio must enact a student-centered formula that is both predictable and ensures that all students have the resources to succeed regardless of where they live or their family's income. Additionally, the school funding formula should directly fund vouchers and charter schools rather than using deductions from the funding of local public schools.

The Fair School Funding Plan is the Solution

House Speaker Bob Cupp's Fair School Funding Plan represents years of work by legislators, local school leaders, and education finance experts to craft meaningful alternatives to the current way Ohio funds education. It seeks to base funding on what students need based on the actual cost of providing a high-quality education, while reducing the need for frequent property tax increases.

The Fair School Funding Plan passed the Ohio House with overwhelming bi-partisan support at the end of 2020, but the Senate failed to consider the bill before the legislative session ended. Speaker Cupp has re-introduced the Fair School Funding Plan as House Bill 1 this session, marking its place as his top priority.

The future of this critical bill lies in the hands of your State Senator. Go to <https://bit.ly/3budiQO> to send a letter and urge legislators to fix school funding now!

OEA Minority Leadership Training Program

Running for Office: Love, Language, and Leadership

The OEA Minority Leadership Training Program (MLTP) provides participants, particularly OEA members of color, with the knowledge and skills necessary to successfully serve as leaders at all levels of the Association—local, district, state and national. The program includes leadership development experiences and support throughout the year to develop each participant's ability to match their leadership interests with leadership opportunities to positively impact OEA's growth as an inclusive and diverse organization.



**Agenda: Saturday, June 19, 2021 (Virtual Session)
9 a.m.–12 p.m.**

9 a.m. 9:15 a.m.	Welcome/Remarks
9:15 a.m. 10:40 a.m.	Running for Office: Who? What? When? Where? and How? Are you thinking about running for office? Participants in this session will learn the logistics of starting a campaign for an Association position at the Local, District, State, and National levels. We will explore the following concepts: • Getting Started • Roles and Responsibilities of Elected Leaders • Local, District, State and National Leadership Roles and Opportunities • Having an Impact and Making a Difference • What it Takes (willingness) to Win • Election Process and Timelines • And more... Are you ready to expand your leadership Influence? Join us to find your path forward in the Association.
10:45 a.m. 11:20 a.m.	Self-Care Lessons for Leaders Secure your oxygen mask before assisting others. Participants will examine the impact of self-care and its relationship to helping others.
11:20 a.m. 11:55 a.m.	Unconference The OEA MLTP Unconference is an informal experience to exchange information and ideas about leadership in the association.
11:55 a.m. 12 p.m.	Closing/Adjourn

To register visit: <https://bit.ly/2RpQN8I>. For questions or additional information, contact: Demetrice Davis at davidem@ohea.org.

Please make a Donation to the Catastrophic Sick Leave Bank

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

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

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*.

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:

June 15	10–11:30 a.m.
June 16	2–3:30 p.m.
July 21	4–5:30 p.m.
July 22	4–5:30 p.m.
August 10	4–5:30 p.m.
August 13	10–11:30 a.m.

Contact **Wendy Jones** at ileadadmin@columbus.k12.oh.us if you have questions.

Come Celebrate with
Columbus Early Career Educators

End of the Year Picnic

Wednesday, May 26, at 4:15 p.m.
Scioto Audubon Park
400 W. Whittier St.

Rsvp at <https://bit.ly/3fsdlhh> by May 23

Bring your own lawn chair for some socially distanced games, raffles, and door prizes! Come enjoy a catered lunch on us!



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.

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

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 CEA if you have 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. Go to [https://ccsoh-us.zoom.us/j/3059377463#](https://ccsoh-us.zoom.us/j/3059377463) to participate.

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.

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

www.ceaohio.org/cea-contract/

and click on

2019–2022 CEA Master Agreement

Columbus Education Association



Master Agreement 2019–2022

Earn Over \$2,000 with Our Anniversary Specials!

85 ANNIVERSARY CELEBRATION **education first credit union**
The Smart Choice In Banking. www.educu.org
 Visit our website for money-saving offers!
 614-221-9376
www.educu.org/85years

We are proud to be a partner of CEA!
 Supporting Educators, School Employees & Students since 1936!

Savings & Checking
 Auto Loans
 Home Loans
 Financial Education
 Mobile Banking
 Visa Credit Cards

Federally Insured NCUA
www.educu.org/85years

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 to get started.

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

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. Use “CCS” as the company ID to register.

ESSENTIAL SAVINGS BUILT-IN!

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AND... as an added bonus, California Casualty will give you a \$25 Gift Card — for a limited time while quantities last.

NEA® Auto and Home Insurance Program
nea Member Benefits
 California Casualty

CALL#041143 Exclusions apply. See website for complete details.

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 to find out more about Union benefits and see how to [become a member](#).

CEA Office Contact Information

John Coneglio, President coneglioj@ceaohio.org
Phil Hayes, Vice President hayesp@ceaohio.org
Tai Hayden, Staff Consultant . . . haydent@ceaohio.org

Cindy Love, Staff Consultant lovec@ceaohio.org
Teri Mullins, Staff Consultant . . mullinst@ceaohio.org
Tom Busher, Budget Director . . bushert@ceaohio.org
Bob Hern, Membership hernb@ceaohio.org

Dorothy Wilson, TLI wilsond@ceaohio.org
Jeremy Baiman, OEA LRC baimanj@ohea.org
Michelle Crouse, OEA Admin. Asst. . crousem@ceaohio.org
Kathy Wilkes, Executive Asst. . . . wilkesk@ceaohio.org