**SEL Virtual One-Day Summit**

The Department of Equity Office of Social Emotional and Student Support Services cordially invites you to attend the first-ever District-wide Social Emotional Learning (SEL) Virtual One-Day Summit on Wednesday, June 9, 8 a.m.–3:30 p.m. The theme of the summit is CCS SEL in Action!

Participants will be able to select from 35+ breakout sessions to have the opportunity to learn evidence-based strategies from teachers, school counselors, school social workers, administrators, and community partners, in the VARIOUS areas of the CASEL SEL Competencies:

- Self-Awareness
- Social Awareness
- Self-Management
- Relationship Skills
- Responsible Decision Making

Strategies will include:

- SEL and how it connects to your personal and professional work
- Blending SEL into the Academic and Unified Arts
- Using Equity centered SEL practices
- Trauma-informed and restorative practices
- Mindfulness and more

Participants will earn 0.6 CEUs and have multiple opportunities throughout the day to receive amazing FREE resources.

Start your summer off the right way and register for the SEL Virtual Summit in the PDS by entering the course number (41484) into the search bar under the Course tab in the title bar [https://ccsoh.truenorthlogic.com](https://ccsoh.truenorthlogic.com).

Go to [https://ccsoh.instructure.com/courses/33915](https://ccsoh.instructure.com/courses/33915) to preview the schedule.

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**Legislative Watch**

**OEA Testifies on ADC Release Bill**

SB 165 (R-Manning) establishes a process by which a school district subject to Ohio's state takeover law would be returned to local control while implementing an academic improvement plan approved by the state. At this time, the bill only applies to Lorain City Schools.

In testimony before the Senate Education Committee on May 28, 2021, OEA President Scott DiMauro urged the Senate Education Committee to include Youngstown and East Cleveland City Schools in the bill. The OEA Interested Party testimony can be viewed at [https://bit.ly/3iOBcaJ](https://bit.ly/3iOBcaJ).

**Contract & Salary Notice Delivery**

Human Resources will be distributing the 2021–2022 CEA Master Agreement contracts 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.

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**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.

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**LA Attendance**

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 May 20 Legislative Assembly:

- 17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Beatty Park ES, Beechcroft HS, Berwick PreK–8, Binns ES, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassidy ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC SS, Columbus City Prep.
- School for Boys, Columbus City Prep.
- School for Girls, Columbus City Schools Digital Academy, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6–12@Brookhaven, Columbus North

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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

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.

Relief Requested

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.

Disposition

Arbitrator selected. Arbitration hearing date pending.

The principal immediately adjusts numbers to make all classes and student loads for teacher(s) at South HS meet contractual requirements.

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.


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/3b8xFM6

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:


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. and June 30 @ 1 p.m. Use this link for any of these dates:


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/3wfrRxA


June 16 @ 2 p.m. & June 28 @ 10 a.m. Use this link for either date:


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/2Rt6s7e

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

June 15 @ 3 p.m. Use this link for either date:

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 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 to match their leadership interests with leadership opportunities to positively impact OEA’s growth as an inclusive and diverse organization.

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 constitutes a high-quality education. Ohio 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.

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.
To donate, enter your name at the top of the CCS "Report of Employee Absence" form. In the Comments section, write the words, \textit{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.

**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 \url{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 leadadmin@columbus.k12.oh.us 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 Jacque Pencek, District PBIS Coordinator, at jponcek@964@columbus.k12.oh.us. Go to \url{https://ccsoh-us.zoom.us/s/3059377463} to participate.

□ **CEA Needs Your Personal Contact Info!**
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.

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.

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.

Have a Great Summer Break!

From: John, Phil, Teri, Tai, Cindy, Brittany, Tom, Dorothy, Kathy, Michelle, Jeremy, Bob and Jeff