Fellow CEA Members,

Following our recent public call for enhanced safety measures during the current COVID-19 surge, as well as our contract enforcement efforts regarding student meals in the classroom, CEA is pleased to announce that we have reached agreement with the district on an additional Memorandum of Understanding for the 2021–2022 School Year (MOU #2).

MOU #2 Contains many of the same critical health and safety protections that were in place last school year, including specific PPE requirements, separation room protections, disinfectant and other supplies, and a rapid health and safety reporting process. It also contains technology protections and expectations for working remotely, if necessary, similar to our 2020–2021 agreement. In addition, MOU #2 contains several new provisions, including:

- Provisions for CEA bargaining unit members to continue working remotely at their discretion if advised to isolate or quarantine, so that sick days do not have to be used unless a bargaining unit member is experiencing symptoms and is unable to work.
- Provisions for CEA bargaining unit members to continue to work remotely during heat days, making it more likely the Superintendent will designate them in buildings without functional air conditioning.
- Provisions for each building to make its own decision regarding breakfast (elementary or middle school) and/or lunch (elementary only) in the classroom. Implementation of these programs will require a documented 2/3 vote of CEA bargaining unit members, but not a submission to reform panel.
- Required regular and specific updates to CEA from the District on improvements to ventilation and HVAC systems at CCS worksites.
- Placement of Options for Success members within the classroom.
- Placement of Options for Success members within the classroom.


We are also pleased to report that a separate grievance settlement agreement has been reached for our Tutor members. CCS did not meet its contractual deadline for issuing 1-year tutor contracts, and as a result multiple tutors learned just in the past two weeks that they did not have placements (jobs) for this year. Others were suddenly moved to new buildings without time to relocate their supplies. The settlement reached today means that others who were suddenly moved will be granted paid time to move their supplies.

MOU #2 and the grievance settlement represent a major step towards stability and confidence as we return to the classroom, thanks to the advocacy of CEA members. I want to specifically commend our Superintendent, Dr. Dixon, and the CCS Employee Relations Department for their willingness to come to the table, listen to our concerns, and get this agreement in place quickly. We will always have our disagreements, but when we are able to work together for the benefit of our entire school community, we can overcome almost any challenge. Please don’t hesitate to contact the CEA Office with any questions.

In Solidarity,

John Coneglio, CEA President

Fall Fling...Been Flung

Usually this is the time that we begin announcing CEA’s Annual Fall Fling. Due to the rising count of COVID infections, your Union has decided to postpone the Fling. Our members’ safety is of paramount importance. We hope to reschedule the Fall Fling later this school year.

Know Your Contract: Extra Duties

Section 209.02 of the CEA Master Agreement states that full-time bargaining unit members may supervise up to five extracurricular activities that occur outside of the workday each year (examples include, but are not limited to: concerts, athletic events, and drama productions). Administrators should first seek volunteers to supervise the extracurricular duties. If no one volunteers and bargaining unit members must be assigned to supervise, your administrator must provide you with two weeks’ notice of such assignment. These extracurricular supervisory assignments should not be longer than three hours in length or extend past the length of a normal school-related evening activity. Additionally, bargaining unit members cannot be required to sell tickets or handle money in connection with supervisory duties. Bargaining unit members required participation in a September open house does count as one of your five supervisory duties. If you have questions, please call the CEA Office at (614) 253-4731.

Parent-Teacher Conference Dates

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President’s Day. However, Article 1401 of the CEA Master Agreement provides each school the opportunity to deviate from the established parent-teacher conference dates. A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school’s conferences. Once your school’s parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Please note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

Now forming: 2021–2022 Bargaining Team

Your Union is now forming the Bargaining (Negotiations) Team. Our current contract is set to expire in August of 2022. This posting begins our process for the next round of negoti...
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 on our 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. You can review the text of each grievance in its entirety by going to https://bit.ly/3Dd3Due.

<table>
<thead>
<tr>
<th>Building/Unit Administrator</th>
<th>Statement of Grievance</th>
<th>Relief Requested</th>
<th>Disposition</th>
</tr>
</thead>
<tbody>
<tr>
<td>CCE Administration</td>
<td>The Columbus City School Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Memorandum of Understanding.</td>
<td>The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: The Board shall cease and desist from directing CEA bargaining unit members to perform work which is...</td>
<td>Arbitration held. Awaiting arbitrator’s decision.</td>
</tr>
<tr>
<td>South Millin ES South Mifflin ES principal Pamela Eberhardt-Horton</td>
<td>In her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus City Education Agreement.</td>
<td>The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Representation issued on or about June 15, 2021 from the grievant’s personal...</td>
<td>A settlement was reached... See full settlement language at <a href="https://bit.ly/3Dd3Due">https://bit.ly/3Dd3Due</a></td>
</tr>
<tr>
<td>CCS Administration</td>
<td>As of the date of filing this grievance, Aug. 16, 2021, CEA bargaining unit members with the job title of ‘Tutor’ as defined by Article 1001 have not received...</td>
<td>All CEA Bargaining Unit members with the job title of ‘Tutor’ as defined in Article 1001 of the Master Agreement who were employed during the 2020-2021 School Year shall receive one-year individual...</td>
<td>Step 1 hearing pending.</td>
</tr>
<tr>
<td>CCS Administration</td>
<td>The Master Agreement was violated, misinterpreted and/or misapplied when the Board/District unilaterally unilaterally pro-rated supplemental contracts for members on...</td>
<td>The grievant(s) shall be made whole in every way, including but not limited to the following: The Board shall cease and desist from unilaterally pro-rating supplemental contracts and altering supplemental pay. All affected bargaining...</td>
<td>Step 2 hearing pending.</td>
</tr>
<tr>
<td>CCS Administration</td>
<td>The CEA board agreement was violated, misinterpreted and/or misapplied.</td>
<td>When supervisor of school counseling Bill Mitchell, acting as agent of the board of education, stated to the CEA bargaining unit members with the job title of ‘Counselor’...</td>
<td>Step 2 hearing pending.</td>
</tr>
</tbody>
</table>

Go to https://bit.ly/3Dd3Due to see the grievances in their entirety.

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Now More Than Ever Before!
Now more than ever, membership in CEA is critical as we approach bargaining for a new contract.
In a normal school year, new educators to the district would have had the opportunity to sign up at the New Teacher Orientation in August. Since that occurred virtually, many new educators did not complete their membership form.
CEA is asking that if you know someone new to your building or unit, approach the person and ask them to become a member of CEA.
We have made joining CEA simple and quick.
Step 1: Click “JOIN” on the homepage at wwwceaohio.org.
Step 2: Download the CEA Membership form to your device and complete it.
Step 3: Email the completed form to CEA Membership Coordinator Kathy Wilkes at wilkesk@ceaohio.org.
Please call CEA at (614) 253-4731 with questions.

We have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate, and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.
Contact us today and allow our experience to work for you.
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