

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 BlendEd Program.

The full text of the 2021–2022 School Year MOU #2 is available at <https://bit.ly/38auwR9>.

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 every tutor who worked last year and did not receive a placement this year will be guaranteed placement at the same number of hours as last year, with back pay to the beginning of the year. Those 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.

**Columbus
Education
Association**

cea

**Master
Agreement
2019–2022**

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-

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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. You can review the text of each grievance in its entirety by going to <https://bit.ly/3Dd3Ddue>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The Columbus City School Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Memorandum of Understanding...	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 ...	Arbitration held. Awaiting arbitrator's decision.
South Mifflin ES Pamela Eberhardt-Horton	South Mifflin ES principal Pamela Eberhardt-Horton, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education...	The grievant will be made whole in every way, including but not limited to the following; The district shall immediately withdraw the Written Reprimand issued on or about June 15, 2021 from the grievant's personnel ...	Step 1 hearing pending.
CCS Administration	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...	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 ...	A settlement was reached... (See full settlement language at https://bit.ly/3Dd3Ddue)
CCS Administration	The Master Agreement was violated, misinterpreted and/or misapplied when the Board/District unilaterally pro-rated supplemental contracts for members on an...	The grievant(s) shall be made whole in every way, including but not limited to the following: The Board will cease and desist from unilaterally pro-rating supplemental contracts and altering supplemental pay. All affected bargain...	Step 2 hearing pending.
CCS Administration	The CEA board agreement was violated, misinterpreted and/or misapplied When supervisor of school counseling Bill Mitchell, acting as an agent of the board of education...	The grievant(s) shall be made whole in every way, including but not limited to the following: Reinstated as a resource counselor for the 2021-2022 school year; Provide supplemental pay hours she was denied prior to and...	Step 2 hearing pending.

Go to <https://bit.ly/3Dd3Ddue> to see the grievances in their entirety.

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ations. Our comprehensive team will represent the diversity and varied experience levels of all our members. Inside your contract book, you will find a list of 50 members who helped guide us through the process during our last round of negotiations.

We are looking for members who want to be involved in the future of CEA. As a representative on the Bargaining Team, you will have an opportunity to work as part of a large team of dedicated members. As a part of the team, your responsibilities will include:

- identifying the current needs of teachers,
- communicating and disseminating information to our members, and,
- serving as liaisons to keep members updated throughout the year.

Interested applicants should send a cover letter highlighting your interests and qualifications along with a résumé to:

CEA Negotiations Chairperson, CEA Office, Route 2.

The selective interviewing process will be utilized to select the Bargaining Team members.

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 Michelle Crouse at crousem@ceaohio.org.

First Legislative Assembly: In-Person, But Limited

On Thursday, Sept. 9, CEA will host an in-person Legislative Assembly (LA) at The Boathouse on 679 W. Spring Street. Registration will start at 3:30 p.m. and the LA will begin promptly at 4:30 p.m. Due to the continuing challenges of the pandemic, ONLY Senior Faculty Representatives may attend. In the event a

school/unit SFR cannot attend, another duly elected FR or AFR may go in their place.

Your Union feels that as CCS returns to full in-person learning that it is imperative that we meet in-person as a united front. An online meeting presents limitations as we wish to provide tangible tools, clarity of role, and comradery needed for FR's to represent our members at the building level. Please note, face masks will be required of all attendees. The Boathouse and CEA have assessed safety measures to ensure adequate meeting spacing and that health and safety protocols are covered.

Refreshments and dinner will be provided. *RSVP* to Michelle Crouse at crousem@ceaohio.org or contact her at (614) 253-4731, by Tuesday, Sept. 7, as to who will be representing your unit. We look forward to seeing you on Sept 9. If you have any questions or concerns, please contact the CEA office and ask for Michelle Crouse.

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 www.ceaohio.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.

CEA Pre-Paid Legal Services Plan
OEA/NEA Attorney Referral Program

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