How To Request Remote Work

If a CEA bargaining unit member is subject to a federal, state, or local quarantine order or advised by a health care provider to quarantine due to exposure or possible exposure to COVID-19 while the member was acting within the scope of the member’s employment for the Board, or required to self-isolate and the member does not have symptoms of COVID-19 that prevent the member from completing the member’s duties, the member may elect to work remotely during the period of quarantine or isolation.

Additionally, if a CEA bargaining unit member is subject to a federal, state, or local quarantine order or advised by a health care provider to quarantine due to exposure or possible exposure to COVID-19 not related to the member’s employment with the Board, the member may request to complete the member’s duties remotely instead of taking sick or other applicable leave, and the District will consider and approve such requests in accordance with District needs.

If you are subject to quarantine or required to self-isolate and you wish to apply for remote work, use the following form to communicate your request: https://bit.ly/39a1b9S. It is important that you enter your absence as sick leave. Any sick days used during this time will be refunded back to the date of the district’s receipt of your application. Please note that requests for remote work cannot be approved for bargaining unit members who must remain at home to take care of family members who are subject to an isolation or quarantine order.

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2021–2022 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, you must submit the notice of retirement to Human Resources by Tuesday, Nov. 2. Go to https://www.ccsoh.us/Page/2340 to download retirement/resignation information or access the Google form to submit notification of resignation/resignation to Human Resources. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Apply For Bargaining Team

We are looking for members who want to be involved in the future of CEA. The time is approaching for our employment contract to expire (August 2022), and we are forming the 2021-2022 Bargaining Team. Our team will represent the diversity and varied experience levels of all of our members. Interested applicants should send a cover letter and a résumé to Kathy Wilkes at wilkesk@ceaohio.org: Attn: CEA Negotiations Chairperson, CEA Office, no later than 4:30PM on September 30. The selective interviewing process will be used to select team members.

It’s Mini Grant Time!

This year the CEA Mini Grants Committee is pleased to announce two big changes to the Mini Grant application process. First of all, the committee determined there was a desperate need to add an SEL Mini Grant. Additionally, the entire process has gone paperless.

Members who wish to apply for fall 2021 Mini Grants will need to scan the QR Code above. A blank Google form will appear; this is the new grant application. Read and follow all directions to not delay the processing of your proposal. If members need assistance with this new application process, reach out to Tracie Helmbrecht at (614) 398-1201. All fall 2021 proposals must be submitted by 4:30 p.m., Oct. 27, 2021.

There are four different grants from which to choose. Members are allocated one Mini Grant per school year.

<table>
<thead>
<tr>
<th>2021 Mini Grants</th>
<th>Examples of use</th>
<th>Criteria</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Mini Grant</td>
<td>• School-wide initiative</td>
<td>All CEA members in good standing</td>
<td>$320 per grant</td>
</tr>
<tr>
<td>Early Educator Mini Grant</td>
<td>• Class posters</td>
<td>All CEA members in good standing in years 1–5 of their career</td>
<td>$300 per grant</td>
</tr>
<tr>
<td>NEW! SEL Mini Grant</td>
<td>• Journals/Scrapbooking</td>
<td>All CEA members in good standing</td>
<td>$400 per grant</td>
</tr>
<tr>
<td>STEAM/STEM Mini Grant</td>
<td>• Robotics</td>
<td>All CEA members in good standing</td>
<td>$600 per grant</td>
</tr>
</tbody>
</table>

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. Any CEA member is welcome to attend the LA. The next meeting will be held Thursday, Oct. 7, at 4:30 p.m. The following is a list of buildings/units that were represented at the Sept. 9 Legislative Assembly:

- 17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park HS, Berwick PreK–8, Briggs HS, Broadleigh ES, Burroughs ES, CAHS, Cassady ES, CEA, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus City Prep, School for Boys, Columbus City Prep, School for Girls, Columbus City Schools Digital Academy, SELP (not official unit), Columbus Gifted Academy, Columbus Global Academy, 6–12@Brookhaven, Columbus North International HS 7–12, Columbus Scioto 6–12, Columbus Spanish Imm. K–6, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Duxbury Park ES, East Columbus ES, East HS, Eastgate ES, Easthaven ES, Eastmoor Academy HS, ECE @ Central Enrollment, École Kenwood K–6, Élementary 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, Gifted & Talented, Highland ES, Hillfonia MS, Hubbard Mastery School

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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 on 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/3AkBpN.

Professional Development Opportunities

South Millin IS principal Pamela Eberhardt-Horton, at her capacity as agent of the Board of Education of Columbus City Schools, violated Article 16.07 of OEA/NEA Attorneys.

- The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Recommendation issued on or about June 18, 2021.
- The district shall pay the grievant’s legal fees and costs
- The district shall pay the grievant’s （1）

At the filing of this grievance, September 10, 2021, CEA bargaining unit member Amy Price has not received her severance pay consistent with Article 810.5(a).

- The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Members shall be paid severance pay consistent with Article 810.5(a).

The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Recommendation issued on or about June 18, 2021.

- 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 for days she was denied prior to and during the grievance.

The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Members shall be paid severance pay consistent with Article 810.5(a).

Make a Donation to the Catastrophic Sick Leave Bank

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

- Maggie A. Ananou
- Sharon Pullman
- Michelle A. Innis-Dorsey
- Florence Ray

To donate, enter your name at the top of the CCA’s “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.

Professional Development Opportunities?

The Peer Assistance and Review (PAR) program facilitates professional development sessions throughout the school year which are open to all CCEA educators. Session topics are relevant to today’s educator and are aligned with areas of the OTES 2.0 which are lower than we normally charge our private clients.

As of the filing of this grievance, October 12, 2021, CEA bargaining unit member Amy Price has not received her severance pay consistent with Article 810.5(a). The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Members shall be paid severance pay consistent with Article 810.5(a).

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OEA/NEA Attorney Referral Program

Contact us today and allow our experience to work for you.

OEA/NEA Attorney Referral Program

Catastrophic Sick Leave Bank

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Upcoming sessions:

- Sept. 20: Election and Counselor Collaborative (4–5 p.m.)
- Sept. 21: Planning with the Whole Child in Mind (4:30–6:30 p.m.)
- Oct. 5: Skills and Techniques to Help Manage Your Classroom (4:30–6:30 p.m.)
- Oct. 12: Maximizing Routines and Procedures for Middle and High School Teachers (3–4 p.m.)

Special Notes

- Our Sick Leave Bank, negotiated by your Union, can help bridge the gap between paychecks if bargaining unit members run out of their accumulated sick leave. It’s easy to join the Sick Leave Bank. Simply deposit two days and fill out the application form (https://bit.ly/2122SLB). The deadline to apply to join the sick leave bank is Sept. 30. Anyone who exhausts his or her sick leave may apply to borrow up to 10 days from the bank. These borrowed days will be “paid back” as additional days are earned. When you retire or resign, the two days you deposited to join will be returned to you.

If you joined the Sick Leave Bank in the past, you do not need to rejoin, nor do you need to make an additional donation.

- Special Fall Election: District 4 Seeking candidates for the unexpired terms of Governor for District 4. A Declaration of Candidacy for CEA Office will be available starting Oct. 4, 2021. To receive the form at http://www.ceaohio.org or by call CEA at (614) 253-4731. It is due at the CEA office no later than 4:30 p.m. on Friday, Oct. 15, 2021. Campaigning begins Oct. 4 and runs through Nov. 16, 2021. Ballots will be in the buildings on Friday, Oct. 29, 2021. Voting will begin on Tuesday, Nov. 2, 2021, and will end Tuesday, Nov. 16, 2021. Ballots will be collected and tallied by the Election Committee on Wednesday, Nov. 17, 2021. Call Brittany Herb, CEA Election Chair, at (440) 225-2631 with any 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. Forms to apply for professional leave are available in the “Forms” section of the CEA website or the CCA Intranet, along with the full leave guidelines and the deadline schedule for applications based on the activity date.

- 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. Join us on Fridays from 8–8:15 a.m. Contact Jackie Peneck, District PBIS Coordinator, at jpenchk9864@columbus.k12.oh.us with questions. Go to https://caseoh-us.zoom.us/u/3059377463# to participate. All staff are welcome.

- Membership: Now more than ever, membership in CEA is critical as we approach bargaining for a new contract. 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: “JOIN” on the homepage at https://bit.ly/2122SLB.

- CEA Pre-Paid Legal Services Plan

- OEA/NEA Attorney Referral Program

Contact us today and allow our experience to work for you.