

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/39aHbnS>. 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.

Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides \$1,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2021 and June 2022 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. Go to <https://bit.ly/3hCioJ7> to download the application form. The deadline is 4:30 p.m. on Friday, Oct. 15. If you have questions, call Kathy Wilkes at (614) 253-4731.

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.ccssoh.us/Page/2340> to download retirement/resignation information or access the Google form to submit notification of retirement/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.

2021 Mini Grants	Examples of use	Criteria	Amount
General Mini Grant	<ul style="list-style-type: none"> School-wide initiative Manipulatives Flexible seating Take Home Learning Bags 	All CEA members in good standing	\$320 per grant
Early Educator Mini Grant	<ul style="list-style-type: none"> Class posters Anchor Charts Class library Flexible seating 	All CEA members in good standing in years 1-5 of their career	\$350 per grant
NEW! SEL Mini Grant	<ul style="list-style-type: none"> Journals/Scrapbooking SEL kits Sensory manipulatives Mindfulness Club 	All CEA members in good standing	\$400 per grant
STEAM/STEM Mini Grant	<ul style="list-style-type: none"> Robotics Kintex Fees for competitions Team related expenses 	All CEA members in good standing	\$600 per grant

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 ES, Beechcroft HS, Berwick PreK-8, Briggs HS, Broadleigh ES, Burroughs ES, CAHS, Cassidy 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 Acad. 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, Duxberry Park ES, East Columbus ES, East HS, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K-6, Elementary 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, Hilltonia 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 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/3AckBqN>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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 per...	Step 1 hearing held. Relief requested denied. 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 held. Relief denied.
Briggs HS Tonya Milligan	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal at Briggs HS, Tonya Milligan, unilaterally implemented a nine period day...	That the principal revert to an eight period day as specified in the Memorandum of Agreement on the Eight-Period Day in High Schools and Middle Schools and that any future schedule variances follow the Reform Panel...	Step 1 hearing held. Relief denied. Step 2 hearing pending.
CCS Administration	As of the filing of this grievance, September 10, 2021, CEA bargaining unit member Amy Price has not received her severance pay consistent with Article 810.01(E) of...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Member Amy Price shall be paid severance pay consistent with Article 810...	Step 2 hearing pending.
CCS Administration	On or about 9/13/2021, CEA bargaining unit member Amy Price received confirmation via the ESS system that her Severance Pay, included in her...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Member Amy Price shall be paid severance pay consistent with Article 810...	Step 2 hearing pending.

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

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PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Liberty ES, Librarians (not official unit), Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Workers, South HS 7-12, South Mifflin STEM Acad PreK-6, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, St. Vincent, Starling K-8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodcrest ES, Woodward Park MS, World Language MS, and Yorktown MS.

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
Sharon Cullman	Clinton ES
Michelle A. Innis-Dorsey	Duxberry Park ES
Florence Ray	Beatty Park ES

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.

Professional Development Opportunities?

The Peer Assistance and Review (PAR) program facilitates professional development sessions throughout the school year which are open to all CCS educators. Session topics are relevant to today's educator and are aligned with areas of the OTES 2.0 rubric. Session descriptions can be found in the CCS PD System (PDS). Feel free to call the PAR Office at (614) 365-5110 for more information. **All classes will be conducted via Zoom.**

Upcoming sessions:

- Sept. 20: Elementary 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. Download the form at 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 CCS 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 **Jacquie Pencek**, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us with questions. Go to <https://ccsob-us.zoom.us/j/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: 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**. 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.

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



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