

**United Way Kickoff**

The CEA Legislative Assembly, along with CCS Superintendent Dr. Talisa Dixon, kicked off this year's United Way campaign virtually on Oct. 7. This year's campaign breaks new ground—it is completely online!

The United Way is extremely important to our families and our students. Look across your classroom. There are probably students sitting there who don't have enough to eat, whose parents have lost their jobs, who don't have access to a dentist, whose neighborhoods are not safe. You can do something to help. You can give to United Way of Central Ohio. When you authorize a payroll deduction to support United Way, you are helping your students, their families, and many other people across our communities. Go to <https://uwco.upicsolutions.org/uwco/CCS> to make a donation. The campaign ends Friday, Nov. 12. If you have questions, contact your faculty representative or CEA Vice President Phil Hayes at (614) 253-4731.



**Bargaining Issues Survey**

On Tuesday, Oct. 12, a link to the Bargaining Issues Survey will be sent to your personal email address. This survey will remain active until midnight on Sunday, Nov. 7. This is your opportunity to have your concerns heard. All of the proposals submitted through the survey, as well as items discussed and submitted during the town halls will be compiled into a Bargaining Priorities Survey. For security reasons, you will not be able to open the survey on a district computer or your own device while connected to district wifi. If you did not get a link to the survey, and have checked your clutter, junk, and spam folders, send an email from your personal email account to [tellcea@ceahio.org](mailto:tellcea@ceahio.org) with your name and building/unit.

**Attend a Bargaining Town Hall Meeting**

In preparation for negotiations, your Union will be hosting three virtual Bargaining Town Hall meetings. At these meetings, CEA members will learn how the bargaining process works, have the opportunity to learn about organizing process and events as well as to share ideas and concerns for the upcoming member surveys on bargaining. The Town Hall meetings will be held virtually via zoom. The meetings will occur from 4:30–6:30 PM on the following dates:

- Tuesday, Oct. 12 Registration: <https://bit.ly/101221CEABTH>
- Tuesday, Oct. 26 Registration: <https://bit.ly/102621CEABTH>
- Wednesday, Nov. 3 Registration: <https://bit.ly/110321CEABTH>

Please note that the agenda for all three meetings are identical. You must be a CEA member in order to attend these meetings. To register for the town hall of your choice, simply click the link next to the date of the meeting.

**Vote with Ease...Vote Absentee**

The Nov. 2 General Election will be here before you know it. Absentee voting began Tuesday, Oct 5. Absentee ballots must be applied for in writing whether you are voting in person or by mail. If you are properly registered to vote, you must submit your written request to the board of elections of the county in which your voting residence is located. To download an absentee ballot application, go to <https://bit.ly/3uCOBtU>. Mail your properly completed absentee ballot application to the board of elections of the county in which your voting residence is located. You must return the ballot by 7:30 p.m. on Election Day, in person or postmarked no later than Monday, Nov. 1. No ballots may be returned to a board of elections by fax or email.

**School Nurses Declare State of Emergency**

Surrounded by 75 of her CEA School Nurse colleagues outside of

Tuesday's School Board meeting and in front of every major Columbus media outlet, Senior Faculty Representative Jackie Broderick Patton



School Nurse SFR Jackie Broderick Patton and CEA President John Coneglio answer questions at the Oct. 5 Press Conference.

did not mince words: "To our School Board: There is a state of emergency in our District. It is time to act."

The press conference, which garnered wide-ranging news coverage, comes after weeks of internal asks to address huge gaps in existing CCS health and safety protocols, relieve exhausted school nurses, and implement measures to contain the pandemic. "Our pleas have been met with either radio silence or simple platitudes from the District," said Broderick Patton.

CEA President John Coneglio added, "I can't stress enough how disappointing it is that we have to make a public appeal to our School Board to keep our students and school community safe. But we have said from the beginning of this pandemic that safety is our Union's number one priority, and we will continue to advocate for these measures by whatever means necessary."

Nurses are asking for the following health and safety measures to be implemented immediately:

1. Vaccination or bi-weekly testing requirement for all CCS staff.
2. COVID-19 rapid testing kits made available for all students and staff.
3. A "Daily Pass" electronic symptom screening checklist system to be completed each day by students before entering buildings.
4. COVID-19 compliance task force in each school building to review and enforce compliance with all health and safety protocols.
5. Air purifiers installed where MERV 13 filters cannot be utilized by a building HVAC system.
6. Contact tracing supplemental hours and training made available to all CEA bargaining unit members to relieve overwhelmed School Nurses.
7. Cabinet level meetings include a medical professional from the Health Services Department.

**If you are the victim of assault...**

Most school days are full of the rewards of helping students. But occasionally, teaching is interrupted by violence. Teachers and support staff often become victims. It seems common sense that employees' have the right to a safe working environment, including the right to be free from threats of violence from students. Unfortunately, members are not always reporting when an assault or injury from violence occurs. If you are assaulted on the job, remember to follow these guidelines:

1. If you need immediate medical attention, get it. Take pictures of visible injuries. You may be eligible for Assault Leave. (See Section 701.02 (D) of the *CEA Master Agreement*)
2. Immediately contact your administrator, faculty repre-

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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/303PD76>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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 held. Awaiting response.
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 held. Awaiting response.
Whetstone HS Janet Routzong	Principal Janet Routzong and/or other Administrators at Whetstone High School acting in their capacity as agents of the BOARD violated, misinterpreted, and/or...	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 violating, misinterpreting, and/or misapplying the...	Step 1 hearing held. Relief denied. Step 2 hearing held. Awaiting response.
Mifflin MS Tracey Colson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Mifflin MS, Tracey Colson, subjected the grievant to...	That the principal provide a hard-copy apology in writing on CCS letterhead to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the admin-...	Step 1 hearing held. Requested relief denied. Step 2 hearing pending.
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the Board/Administration directed principals to reassign...	The grievants shall be made whole in every way, including but not limited to the following: The Board shall immediately follow the proper procedure for classroom reassignment of students from elementary...	Step 2 hearing held. Awaiting response.

Go to <https://bit.ly/303PD76> to see the grievances in their entirety.

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sentative, and CEA to let them know an assault has taken place.

- Submit a completed Discipline Referral to your administrator. Make copies for your files.
- Refrain from making any verbal or written statements until you have been advised by CEA.
- Complete an online Work Place Injury/Incident/Accident Exposure Report Form at: CCS Home>Departments>Employment & Human Resources>Employee Information>HR Administration.
- If you have utilized sick leave as result of injuries sustained from the assault, you may be eligible to receive Assault Leave. To apply, visit: CCS Home>Departments>Employment & Human Resources>Employee Information>HR Administration. Select: Employee Leave of Absence> Certificated and Administrative Leave. Check all that apply:
  - Assault Leave
  - Workers' Compensation
- Your principal should contact the appropriate personnel and secure written statements from all parties involved. You should request copies.
- As soon as possible, write a detailed statement of the incident for your personal files.
- Keep all records of the incident.
- You should keep CEA and your administrator apprised of all developments. You should file charges, fill out an Incident Report form, and use Assault Leave as necessary. CEA will help you through this process. You can file charges by calling the police (614-645-4545), or going to Juvenile Court.

## How To Request Remote Work

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.

## 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.**

## 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/3bCIoJ7> to download the application form. The **deadline is 4:30 p.m., Friday, Oct. 15.** If you have questions, call Kathy Wilkes at (614) 253-4731.

## Special Notes

- Special Fall Election: District 4 is seeking candidates for the unexpired term of Governor for District 4. A Declaration of Candidacy for CEA Office is available to download at <https://bit.ly/3DculCm> or by calling CEA at (614) 253-4731. It is due at the CEA office no later than 4:30 p.m., Friday, Oct. 15, 2021. Campaigning 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.**
- 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; and **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.
- 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.** To download information or access the Google form to submit notification of retirement/resignation to Human Resources, Go to <https://www.ccsob.us/Page/2340>. Questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

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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