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.apiconsolutions.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@ceaohio.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/39COBtU. 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 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 Congelio 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-
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
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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 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 810.1(E) of the CEA/Board Agreement. 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... | Step 1 hearing held. Awaiting response. |
Whetstone HS / Janet Routzong / Principal Routzong and/or other Administrators at Whetstone HS have been acting in their capacity as agents of the BOARD, violated, misinterpreted, and/or... | Step 1 hearing held. Relief denied. Step 2 hearing held. Awaiting response. |
Mifflin MS / Tracey Cohon | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Mifflin MS, Tracey Cohon, subjected the grievant to... | Step 1 hearing held. Requested relief denied. Step 2 hearing pending. |
CCS Administration / The CCE/CEA Master Agreement was misapplied, misinterpreted and/or misapplied by the Administration when the CEA Bargaining Unit directed principals to reassign... | Step 2 hearing held. Awaiting response. |

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/303PD76. 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 must be submitted by 4:30 p.m., Oct. 15. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731 with any questions.

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/3030ulCm 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 use 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/extension to Human Resources, Go to https://www.ccsdhs.org/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 (614) 461-4455 www.cloppertlaw.com

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