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CEA Voice
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Reform Panel Update

CEA believes that the best decisions about teaching and learning are made at the building level by the people who work there. Successful districts have moved from centralizing operations and support to building-level support. We have a tool: the Reform Panel, we need to use it. Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation of the contract. Here are the variances that have been acted upon at the Panel's September meeting.

Meeting Date	Building/Unit	Variance Request	Vote Outcome
September	Columbus Scioto 6-12	Lunch in the classroom	Approved
September	Independence HS	Breakfast in the classroom	Approved
September	Innis ES	Consolidate staff meetings	Approved
September	Speech/Language Dept.	Consolidate staff meetings	Approved
September	Liberty ES	Consolidate staff meetings	Approved
September	World Language MS	Consolidate staff meetings	Approved
September	Cedarwood ES	Consolidate staff meetings	Approved
September	Northland HS	Split the Department Chair position	Approved
September	Walnut Ridge HS	Split the Department Chair position	Approved
September	Mifflin HS	Split the Department Chair position	Approved
September	Mifflin HS	Amend parent/teacher conference dates	Approved
September	Lindbergh ES	Amend parent/teacher conference dates	Approved
September	Columbus Gifted Academy	Allow two teachers to teach six sections of classes per day	Approved
September	BlendED	Amend parent/teacher conference dates	Approved
September	Linden Park ECE	Request to hold virtual staff meetings	Approved
September	Winterset ES	Request to hold virtual staff meetings	Approved

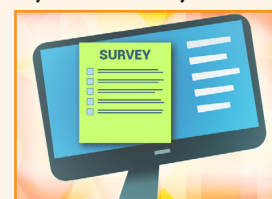
LA Attendance

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. A Virtual Fall FR Workshop will be held Thursday, Nov. 4, at 4:30 p.m. in place of the LA. The following is a list of buildings/units that were represented at the Oct. 7 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, Binns ES, BlendEd K-8, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassidy ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, 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, East Linden 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, Hamilton STEM Acad. K-6, Highland ES, Hilltonia MS, Hubbard Mastery School 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 K-8, 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, Moler K-6, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Ohio Avenue 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, Wedgewood MS, 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.

Bargaining Issues Survey

A link to the Bargaining Issues Survey was sent to your personal email address last week. 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.



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. To review the text of each grievance in its entirety, go to <https://bit.ly/2YLur5E>.

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 2 hearing held. Awaiting response.
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. Requested relief denied. Submitted to the CEA Board of Governors for advancement to arbitration. Vote pending.

Go to <https://bit.ly/2YLur5E> to review the grievances in their entirety.

Attend a Bargaining Town Hall Meeting

In preparation for negotiations, your Union will be hosting 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 p.m. on the following dates:

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

Note that the agenda for the meetings are identical. You must be a CEA member in order to attend these meetings. To register for the town hall of your choice, 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 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/3uCOBiU>. 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.

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. 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.

Special Notes

- Special Fall Election: District 4 is seeking candidates for the unexpired term of Governor for District 4. Campaigning runs through Nov. 16, 2021. Ballots will be in 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 days.

- It's Mini Grant Time!** Members who wish to apply for Fall 2021 Mini Grants will need to scan the QR Code. 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**.
- Open Enrollment...It's Required.** During Open Enrollment (Oct. 11–29), all benefits-eligible bargaining unit members must do one of the following: **1. Reconfirm any current benefit elections. 2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.) 3. Waive coverage.** Employee Self Service (ESS) will be used for the 2021 enrollment process. Make sure you are able to log on to ESS *prior* to the start of Open Enrollment. Benefit choices made during Open Enrollment will be effective Jan. 1, 2022.
- 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.ccsob.us/Page/2340> to download information or access the Google form to submit notification of retirement/resignation to Human Resources. Questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.
- 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 **Jacque 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.**



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.