This section of the CEA Voice was left intentionally blank because it contains a political endorsement.

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**
  - Independence HS Breakfast in the classroom **Approved**
  - Innis ES Consolidate staff meetings **Approved**
  - Speech/Language Dept. Consolidate staff meetings **Approved**
  - Liberty ES Consolidate staff meetings **Approved**
  - World Language MS Consolidate staff meetings **Approved**
  - Cedarwood ES Consolidate staff meetings **Approved**
  - Northland HS Split the Department Chair position **Approved**
  - Walnut Ridge HS Split the Department Chair position **Approved**
  - Mifflin HS Split the Department Chair position **Approved**
  - Mifflin HS Amend parent/teacher conference dates **Approved**
  - Lindbergh ES Amend parent/teacher conference dates **Approved**
  - Columbus Gifted Academy Allow two teachers to teach six sections of classes per day **Approved**
  - BlendED Amend parent/teacher conference dates **Approved**
  - Linden Park ECE Request to hold virtual staff meetings **Approved**
  - 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 the LA. 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, Burrroughs ES, CAHS, Casaday 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, Duckberry Park ES, East Columbus ES, East HS, East Linden ES, Easthaven ES, Eastmoor Acad. HS, ECFE @ Central Enrollment, École Kenwood K–6, Elementary Art, Elementary Music, Elementary Phys. Ed.

### 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 telceca@ceaohio.org with your name and building/unit.

The CEA Master Agreement is set to expire in fewer than 308 days.
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:
- 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/3aHb9s. 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/39aHb9s. 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 CESS of Employee Absentee 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 Helmbrrecht 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. Confirm 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.ccsdoh.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 Jacquie Penec, District PBIS Coordinator, at jpenec9864@columbus.k12.oh.us with questions. Go to https://cohs-us.zoom.us/j/3059377463 to participate. All staff are welcome.