

Target: ZER@ Campaign

This school year, CEA has received an alarming number of calls from educators reporting they have been injured and assaulted while on the job. For many, classrooms are in crisis due to a high number of students with complex needs and a lack of resources to help address the challenging behaviors students may bring to school. Educators report being bitten, kicked, scratched, or punched at work by students as young as four years old. To address the uptick in violent behaviors, CEA is rolling out Target Zero with the message that “no work incident is too minor and no injury or assault goes unreported.”

Members must remember that failing to report an injury or assault, no matter how minor the incident may seem, does not help our students or ourselves. Without documenting the incident, advocating for safer workplaces becomes more difficult. This data helps CEA advocate for students to get the appropriate support, interventions, or placement they may need to address the underlying issue. In addition, if members don't report an injury or assault, CEA cannot advocate for you, the educator, to receive the administrative support, medical follow-up, or assault leave to which you may be entitled. On a district level, without the data compiled from injury and assault reports, CEA cannot advocate for safety measures, consistent discipline, or other necessary changes.

CEA wants all educators to work in a safe environment, free of workplace violence. Whether intentional or accidental, members must be informed about and consistent in reporting procedures.

No Work Incident is too Minor. No Injury or Assault Goes Unreported.

RSVP: Lit Drop to Elect Pro-Public Education Candidates!

The November General Election is almost here—there are many local races that matter. For our Union, none are more crucial than the contested election for members of the Columbus City Schools Board of Education. Negotiations for a new *Master Agreement* won't begin until spring, but our fight for the Schools *#ColumbusStudentsDeserve* has everything to do with who sits on our School Board. We have an opportunity to replace an incumbent pro-charter, pro-voucher Betsy DeVos ally with a new School Board member who showed up and stood with our School Nurses at this month's School Board meeting!

On Saturday, Oct. 30, join us at the Rusty Bucket

Vote Tuesday, November 2

IN-PERSON ABSENTEE VOTING
Franklin County Board of Elections
1700 Morse Road
Columbus, Ohio 43229

DATES AND HOURS (subject to change)

October 5 – October 22	8 a.m. – 5 p.m.
<small>(Weekdays Only - Monday through Friday)</small>	
CLOSED – Monday, October 11, 2021	
October 25 – October 29	8 a.m. – 7 p.m.
<small>(Weekdays Only - Monday through Friday)</small>	
Saturday, October 30	8 a.m. – 4 p.m.
Sunday, October 31	1 – 5 p.m.
Monday, November 1	8 a.m. – 2 p.m.

Restaurant (4109 N. High Street) at 10 a.m. for a Teachers for Better Schools (TBS) lit drop of the voter-dense Clintonville neighborhood. We'll stay COVID-safe and avoid knocking on doors. We plan to leave thousands of door hangers encouraging Columbus residents to vote for our teacher-endorsed candidates! We'll be done with the TBS event by noon and free to join the tailgate at 12:30 p.m. (details will be available soon).

Make sure you RSVP for our Oct. 30 lit drop at <https://bit.ly/2Zd19Nd>.

Entire Class Quarantined? Let CEA Know.

Your Union wants to know if an entire class of students at your school has been quarantined. Send an email to Teri Mullins at mullinst@ceaohio.org with the grade level of the class and school.

Records Day

The first Records Day of the 2021–2022 school year will be Wednesday, Oct. 27. On this day, there will be no PD pull-outs, no forced TBTs, no suggested meetings by supervisors or administrators; they also get and need this time. This is your day to spend working in your building on whatever professional items you need to do such as: grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records day is a work day. All members are expected to report to work at their regular start time and work the full day. Let's show everyone how valuable this day is to us. Take full advantage of the time we have to get the things done that take valuable time away from our ability to provide additional support for our students.

NEA Member Benefits is offering Student Loan Forgiveness ZOOM Workshops

An overhaul of the Public Service Student Loan Forgiveness Program was announced by the Ohio Department of Education on Oct. 6. This provides new opportunities, especially for borrowers who have had their forgiveness application previously denied.

To join the meeting, go to <https://bit.ly/3pdyAdi>. No pre-registration is required. The same link can be used for either (or both) days and times.

**Tuesday, Oct. 26, 7–8 a.m. or
Wednesday, Oct. 27, 4:30–5:30 p.m.**

If prompted, the meeting ID is 835 6042 0745 and the passcode is 365126.

Bargaining Issues Survey

A link to the Bargaining Issues Survey was 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.

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/3aV7i37>.

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...	Unfair Labor Practice mediation being scheduled for November 2021.
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...	Unfair Labor Practice mediation being scheduled for November 2021.
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. Relief requested denied.
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...	The CEA Board of Governors voted to advance this grievance to arbitration.

Go to <https://bit.ly/3aV7i37> 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/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.

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.

Correction: The following schools/units were omitted from the Legislative Assembly attendance in the *CEA Voice*. The faculty representatives were in attendance.

Sept. 9: BlendEd 9–12 and Gifted & Talented

Oct. 7: BlendEd 9–12, Briggs HS, and Gifted & Talented

We sincerely apologize for this oversight.

Special Notes

- The position of **Governor for District 4** was won by acclamation by **Sharon Unrau**, Arts Impact MS, to fulfill the unexpired term.
- 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; **Amy Brown**, Oakland Park ES; **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.

- Apply for a Mini Grant.** 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.ccssoh.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://ccsoh-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.