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

### Grants for New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients. To download the application form, interested teachers should go to <https://bit.ly/dsgfirstyear21>. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at [jvalentine59@aol.com](mailto:jvalentine59@aol.com) or sent via USPS to 69 Iron Ore Court, Columbus, OH 43213. Completed grant applications **must be received by Dec. 17, 2021**. Grant recipients will be notified by Jan. 28, 2022.

### 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.

Columbus  
Education  
Association



Master  
Agreement  
2019-2022

Meeting Date	Building/Unit	Variance Request	Vote Outcome
October	Easthaven ES	Consolidate staff meetings	Approved
October	Whetstone HS	Allow a teacher to teach six periods	Approved

You can view prior decisions on the CEA website, next to the *CEA Voice*.

### When Fights Occur

Your Union has been receiving numerous calls from members inquiring about their responsibilities during fights between students. If a fight breaks out, your responsibility is to:

- 1) verbally redirect the participants to stop.
- 2) immediately call for an administrator if the participants do not stop.
- 3) give your administrator a completed SCH190.

The Ohio Revised Code, Art. 3341.19 (C) states: "teachers, principals, or administrators in a school, whether public or private, and nonlicensed [sic] school employees and school bus drivers may, within the scope of their employment, use and apply such amount of force and restraint as is reasonable and necessary to quell a disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil, for the purpose of self-defense, or for the protection of persons or property."

Whether or not you intervene in a fight is your decision. While the law does allow school employees to "use and apply such amount of force and restraint," there is no *gold standard* definition of what is "reasonable and necessary." In addition to being injured, CEA members who have intervened in fights have also been investigated by Franklin County Children Services and/or the District due to allegations made by students or their families.

### Honor the Veterans Among Us

On November 11, we honor America's veterans for their patriotism and love of country. Join CEA in honoring our members who have served in the U.S. Armed Forces.

When you see them, tell them how much you appreciate their service and the sacrifices they have made. We want to recognize the veterans among our CEA ranks.

To be recognized, submit your name and service to Bob Hern at [hernb@ceaohio.org](mailto:hernb@ceaohio.org).

### Spring 2022 Fee Waiver

The online application period is open until Nov. 16, 2021, 11:59 p.m. Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. The online form will automatically send you a confirmation email once your application is submitted. Instructions to complete the online application can be found at <http://bit.ly/2jhWSjd>. If you have **Priority I** or **Priority II status**, upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation. To provide you with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines, go to <https://www.ccssoh.us/Page/4815>. Contact Sara Lowery at [slowery@columbus.k12.oh.us](mailto:slowery@columbus.k12.oh.us) if you have any questions.

## 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/3GsXuwG>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
<b>Briggs HS Tonya Milligan</b>	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.
<b>CCS Administration</b>	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...	State Employment Relations Board mediation is scheduled for Nov. 15.
<b>CCS Administration</b>	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...	State Employment Relations Board mediation is scheduled for Nov. 15.
<b>Whetstone HS Janet Routzong</b>	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.
<b>Mifflin MS Tracey Colson</b>	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.
<b>CCS Administration</b>	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/3GsXuwG> to review the grievances in their entirety.

## PAR/CEU Classes

The Peer Assistance and Review (PAR) office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. Participants will receive CEUs. Course materials will be provided.

**Nov. 9 Power Strategies for Active Student Engagement**  
(4:30–6:30 p.m. via Zoom)

**Nov. 30 Know What They Know...And What They Don't**  
(4:30–6:30 p.m. via Zoom)

**Dec. 7 CCS Resources Fair: Do You Know What's Available?**  
(4:30–6:30 p.m. via Zoom)

**Dec. 8 Surviving and Thriving in the MD Classroom**  
(4–5 p.m. via Zoom)

Register today on PD Planner for any or all of these sessions. All classes will begin at 4:30 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

## Correction to Contract Language: Section 810.02 A

The following portion of our contract contains incorrect wording. **Section 810.02 A**, speaks to the calculation of the conversion of unused personal leave upon retirement, should state the following: **Fifty (50) percent of the member's accrued but unused personal leave days.** This has been a long-standing provision in our contract. Call CEA if you have questions.

## 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 Wi-Fi. 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](mailto:tellcea@ceaohio.org) with your name and building/unit.

## Attend Bargaining Town Hall Meeting

In preparation for negotiations, your Union hosted virtual Bargaining Town Hall meetings. At these meetings, CEA members learned how the bargaining process works, had 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 final town hall meeting will be held virtually via Zoom from 4:30–6:30 p.m. on:

- **Wednesday, Nov. 3 Registration:** <https://bit.ly/110321CEABTH>

You must be a CEA member in order to attend these meetings. To register, click the link above.

## 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

- 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 sign the form. Indicate on the form to whom you are donating the sick days.
- Retiring? Deadline approaches to 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](mailto:jpencek9864@columbus.k12.oh.us) with questions. Go to <https://ccsob-us.zoom.us/j/3059377463> to participate. **All staff are welcome.**
- Membership:** Now more than ever, membership in CEA is critical as we approach bargaining for a new contract. CEA is asking that if you know someone new to your building or unit, approach the person and ask them to become a member of CEA. We have made joining CEA simple and quick. Step 1: Click **"JOIN"** on the homepage at [www.ceaohio.org](http://www.ceaohio.org); Step 2: **Download the CEA Membership form** to your device and complete it.; Step 3: **Email the completed form to CEA Kathy Wilkes at [wilkesk@ceaohio.org](mailto:wilkesk@ceaohio.org).** Call CEA at (614) 253-4731 with questions.