

Power Concedes Nothing Without a Demand

On Tuesday, Jan. 11, Parsons ES went to remote learning due to a lack of heat on the first floor. Despite this, CEA members were directed to report. Upon learning this your Union immediately notified the administration, expecting a quick response. The administration assured the Union repairs were in progress and their solution was to set the one functioning boiler to 85 degrees. This action began to warm up the cold rooms but would eventually cause the other rooms to become intolerably hot.



CEA Senior Faculty Representative Nicole Shanks met with all of the affected members and they made the unanimous decision to exercise their legal right to declare a health and safety work stoppage at 2 p.m. Within 20 minutes of that communication, the Deputy Superintendent, Senior Director of Talent (the new name for HR) and Dr. Dixon were onsite.

The SFR, CEA VP Phil Hayes and the administration inspected the first floor and the temperatures in the rooms and common spaces. With just ten minutes before the 2 p.m. deadline, the affected CEA bargaining unit members met in the gym to decide their next step. They decided that the administration had made accommodations and that their rooms had begun to warm and it would be safe to remain for the day. However, they expressed concern about what the next day would bring—if their students would be remote or “all in,” knowing their students and their families would be the last to know. After that discussion, the teachers summoned Dr. Dixon to the gym to notify her of their decision.

The SFR informed Dr. Dixon of the members’ decision to remain but explained the shared concerns that the staff held for the next day. Dr. Dixon responded that Wednesday would be a Calamity Day for Parsons ES and that the families of the students would be notified immediately. Within a half an hour of the conclusion of the meeting, the District phone dialer was activated. Health and Safety is a fundamental part of our fight for the schools *#columbusstudentsdeserve*.

Bargaining Priorities Calendar Survey

The Bargaining Priorities Calendar Survey results for the 2022–2023 school year are complete. We want to thank the more than 2,000 CEA members who participated. We presented your preferences to Administration on Wednesday, Jan. 12. Per state law, the school board will hold a public hearing at least 30 days before adopting the calendar.

A breakdown of the survey responses is given below, with our members’ preferences in bold:

Begin and end of the 2022–2023 school year

- **Monday, Aug. 22 to Friday, Jun. 3 1,316 (55.09%)**
- Wednesday, Aug. 24 to Tuesday, Jun. 6 562 (23.52%)
- Monday, Aug. 29, to Friday, Jun. 10 284 (11.89%)

Begin and end of the 2022–2023 winter break

- **Wednesday, Dec. 21 to Tues. Jan 3 (Return Wednesday, Jan. 4) 1,467 (61.41%)**
- Friday, Dec. 23 to Friday, Jan. 6 (Return Monday, Jan. 9) 922 (39.59%)

Begin and end of the 2022–2023 spring break

- **Friday, Apr. 7, to Friday, Apr. 14 (Return Monday, Apr. 17) 1,392 (58.27%)**

- Monday, Mar. 13, to Friday, Mar. 17 and Friday, Apr. 7 (Return Monday, Mar. 20) 547 (22.9%)
- Monday, Apr. 3, to Monday, Apr. 10 (Return on Tuesday, Apr. 11) (18.83%)

Members were asked if they wanted a “Fall Break” during the week of Thanksgiving. **A total of 2,162 members (90.27%) said yes**, while 233 (9.73%) said no. Members who wanted a “Fall Break” were asked if they would still want it if it would have to be partially unpaid and require additional days to be added at the end of the school year. **A total of 1,354 (62.9%) said no**, while 799 (37.1%) said they would accept a partially unpaid fall break with days added to the end of the school year. Your Union has communicated to the administration that we would only accept a fall break if it were fully paid.

Do You Have Your Continuing Contract?

It is that time of year where you can apply for a Continuing Contract. This year, bargaining unit members submit their Continuing Contract application using Google Forms only. Bargaining unit members will have to be logged into their CCS email account to utilize the online form. To utilize the online application process, go to <https://bit.ly/3KaDcbY>.

You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract Article 401.16, to be eligible to receive a continuing contract, you **MUST** have the following:

- A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 4, 2022.
- At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years or if you previously had a continuing contract in Columbus or another Ohio district, you must have completed two successful years of Columbus experience.

Under the new licensing standards, you must also meet the following coursework requirement:

- If you hold a master’s degree at the time of initially receiving a teacher’s certificate/license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you do not hold a master’s degree at the time of initially receiving a teacher’s certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2022–2023 school year, you must complete the online application and provide original transcripts. Only digital transcripts will be accepted and should be sent to transcripts@columbus.k12.oh.us. The electronic form and original transcripts must be received no later than Mar. 4, 2022.

Questions regarding this information should be directed to Teacher Certification & Licensure at (614) 365-6680 or license@columbus.k12.oh.us. All applicants will receive an electronic confirmation. Applicants must check their email (spam or clutter folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the Continuing Contract applications will be sent via email by Mar. 31, 2022.

The CEA Master Agreement is set to expire in fewer than 216 days.

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/3tqtgFE>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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 Master Agreement...	Step 2 hearing held. Requested relief denied. Pending vote of the Board of Governors to send to arbitration.
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 bargaining unit...	The CEA Board of Governors voted to advance this grievance to arbitration.
CCS Administration	On or about October 5, 2021 and ongoing, the Board of Education of Columbus City Schools and/or its agents violated, misinterpreted, and/or misapplied provisions of...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the Waterford Memorandum with notice as provided for by the MOU. The...	The CEA Board of Governors voted to advance this grievance to arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied provisions of the 2019-2022 CEA-CCS...	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 Master Agreement...	Step 2 deadline extended due to possible resolution.
Salem ES Nikki Myers	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Salem ES Principal, Nikki Myers, acting as an agent of the Board of Education...	The grievants shall be made whole in every way, including but not limited to the following: The administrator will create and equitable duty schedule for CEA bargaining unit members assigned to Salem ES. There shall be no...	Requested relief denied. There is no violation of the CEA Master Agreement. An equity model of providing the neces...
CCS Administration	The Columbus City School Board of Education and/or its agents violated binding past practice when bargaining unit members were directed to report to Valley Forge...	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 past practice regarding...	Filed at Step 2 Pursuant to CEA-CCS 2019-2022 Master Agreement Article 110.06

Textbook Selection Committee Nominations

Our *Master Agreement* provides CEA members input into vital classroom decisions. Section 504.01 details the agreed-upon framework for one of these, textbook selection. When it is time to review textbooks in a particular subject area, teachers from those subjects participate. The District will be selecting the following resources for World Languages/ Language Immersion:

- World Languages (6–12)
 - French
 - American Sign Language
- Immersion (K–8)
 - Spanish
 - French

Note: Each grouping above represents a separate textbook committee. Bargaining unit members may only serve on one committee due to the RFQ process. Here's how the process works:

- CCS posts a notice asking for textbook-adoption committee participants.
- Only teachers from each pertinent subject area and grade level at schools involved elect the nominees.
- Each of the building nominee elections is conducted by its principal and Association Building Council (ABC).
- Nominations should be emailed to CEA President John Coneglio (coneglioj@ceaohio.org) and copied to Kathryn Myers (kmymers@columbus.k12.oh.us) no later than Friday, Jan. 28.
- Nominees should be on school letterhead signed by the principal and Senior Faculty Representative.
- Nominees go to a joint Association and Board committee for a final vote.

Records Day

The second records day of the 2021–2022 school year will be Wednesday, Jan. 19. CEA bargaining unit members may work remotely from home on this day. There will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators on records day. 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 work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we must get those things done that take valuable time away from our ability to provide additional support for our students

Is Your License Expiring?

If your license from Ohio Department of Education (ODE) is expiring June 30, 2022, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Mar. 15 to be licensed by ODE for the 2022–2023 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.

Any questions concerning CEUs or the license renewal process should be directed to Greg Mild at gmild@columbus.k12.oh.us.

How to Request Remote Work

Go to <https://bit.ly/39aHbnS> if you are subject to quarantine or required to self isolate and wish to apply for remote work. Use the form to communicate your request. 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. 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.

Super Severance: Good Attendance Pays Off at Retirement

If you want enhanced (super severance) pay, our contract requires members to notify the District of his or her intention of retirement by Feb. 1 of their retirement year. You will receive pay for 50 percent of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 means you receive more for your unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted. To estimate the amount of your severance pay, access Employee Self Service and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information. Notifications of retirement are being accepted in electronic format only. To submit your notice of retirement, go to <https://bit.ly/3F3vfl>.

PAR/CEU Classes

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

Jan. 18 Resident Educator Year 4 Licensure and IPDP Information Session
(4:30–5:30 p.m. via Zoom)

Jan. 19 How Do I Write Behavior Intervention Plans?
(4–6 p.m. via Zoom)

Register on PD Planner for the sessions listed above. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

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 Ananou**, International HS; **Amy Brown**, Oakland Park ES; **Kevin Jennison**, CAHS; **Elizabeth Johnson**, West HS; **Ronda McIntyre**, Indianola K–8; **Teresa Provens**, Eastmoor Acad. HS; **Florence Ray**, Beatty Park ES; **Donna Robinson-Fort**, Independence HS; and **Kimberly Saunders**, Social Worker. 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 to sign the form. Indicate to whom you are making the donation.
- CEA Spring 2022 Elections:** The following elected positions will be filled in the current election cycle: **NEA Local Delegates**, **NEA State-at-Large Delegates***, **2022–23 OEA Delegates**, **CEA President**, **CEA Vice President**, **District 2 Governor**, **District 7 Governor**, **District 8 Governor**, **District 9 Governor**, and **High School Governor-at-Large**. The declaration period is underway. Declaration forms are available for download on the CEA website or may be obtained by contacting Michelle Crouse (crousem@ceaohio.org). **Declaration forms must be received in the CEA office by 4:30 p.m., Friday, Feb. 4.** Ballots will be sent to buildings during the last full week of February. The **voting window begins Tuesday, Mar. 1, and ends Tuesday, Mar. 15.** Members of the Elections Committee will **collect ballots for tally Wednesday, Mar. 16.** Call Elections Chair **Brittany Herb** at (440) 225-2631 with any questions.

* NEA State-at-Large Delegate Declaration Forms must be submitted to William Baird at OEA by Jan. 31, 2022.

- Capital District Elections for President and Vice President** will be conducted at the **Capital District Representative Assembly on Wednesday, Apr. 13, 2022.**