

## Take the Professional Staff Survey

The Article 211 selective interview process is just around the corner. Whether you have to interview this spring or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a potential new school than from the CEA members that currently work there? Because this is important, it is part of the contract.

The *CEA Master Agreement* provides for a district-wide evaluation of each school by the CEA bargaining unit members. Participants will be able to rate work locations on professional environment, democratic procedures, teacher involvement, and other important areas. Members will also have the opportunity to provide additional open-ended, anonymous responses on the survey. The 2021–2022 annual staff survey will be administered online. Additionally, this year's survey will continue to offer bargaining unit members in citywide departments the opportunity to rate their department as well.

An email containing the link to the survey was sent to members' non-CCS email addresses on Friday, Jan. 21. The survey will close on Sunday, Feb. 6, at 11:59 p.m. If you did not get the email message or if CEA does not have your current non-CCS email address, send it to [tellcea@ceaohip.org](mailto:tellcea@ceaohip.org) to participate in the survey. You will be able to access this survey from home or from work. The survey results for each school/building will be published on CEA's website the week of February 14, so you can make informed decisions during the 211 process.

## ARTICLE 211 CALENDAR

Conducted hybrid (Virtual and In-Person)

### January

|           |    |   |
|-----------|----|---|
| Tuesday   | 25 | <b>Article 211 Training (Mandatory)</b><br>Location: Virtual via Zoom<br>9–10 a.m. (Departments) 1–2 p.m. (Region 2 & 5)  |
| Wednesday | 26 | <b>Article 211 Training (Mandatory)</b><br>Location: Virtual via Zoom<br>9–10 a.m. (Region 1 & 4) 1–2 p.m. (Region 3 & 6) |

### February

|           |    |   |
|-----------|----|---|
| Friday    | 11 | <b>Administrative Staff Reduction Notification</b><br>(Please ensure written notification is provided)  |
| Friday    | 11 | <b>Deadline to Notify Staff of Reorganizations</b><br>(Please ensure written notification is provided)<br><small>* Future reorganizations may be necessary due to vacancies that occur.</small>                             |
| Wednesday | 16 | <b>Alternative Interview Panel due to CEA</b>   |
| Wednesday | 16 | Interview selection panel members should be identified, trained, and assigned duties.   |
| Friday    | 18 | <b>Round 1 Postings OPEN</b> [All known openings] by 2 p.m.   |
| Tuesday   | 22 | <b>Round 1 Postings CLOSE</b><br>Applications no longer accepted after 5 p.m.   |
| Thursday  | 24 | <b>Round 1 Interviews OPEN</b><br><b>Schools and Departments</b> [All known openings]<br>Interview Times are as follows:<br><b>Elementary &amp; K–8 after 3:30 p.m.</b><br><b>Middle &amp; High Schools after 2:30 p.m.</b> |

### March

|         |   |   |
|---------|---|---|
| Tuesday | 1 | <b>Round 1 Interviews CLOSE</b><br><b>Schools and Departments</b><br><b>Selection Agreement Forms and Rosters sent by HR to Principals (electronically) by 5 p.m.</b> |
|---------|---|---|

## Losing One of Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost one of our own. Part-Time Special Education Intervention Tutor **Todd Greenleaf** (South HS 7–12) passed away Jan. 14. Our hearts and thoughts go out to his family and his colleagues.

## Continuing Contract: Apply Now

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 in order to utilize the online form. To utilize the online application process, go to <https://bit.ly/3KaDcbY>.

Questions regarding this information should be directed to Teacher Certification & Licensure at (614) 365-6680 or [license@columbus.k12.oh.us](mailto: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.

## Article 211 Training

Article 211 training for Senior Faculty Representatives and building principals/supervisors will be held on Tuesday, Jan. 25, and Wednesday, Jan. 26, via Zoom. The schedule is as follows: **Tuesday, Jan. 25, 9–10 a.m. (Departments) 1–2 p.m. (Regions 2 and 5)** and **Wednesday, Jan. 26, 9–10 a.m. (Region 1 and 4) 1–2 p.m. (Region 3 and 6)**.

Building principals/supervisors and CEA Senior Faculty Representatives are required to attend the 211 training. Building principals are responsible for providing classroom coverage so that the Senior Faculty Representatives can attend. If school is canceled due to inclement weather, the affected trainings will be rescheduled.

## Teaching Preference

Have a particular teaching preference? Now is your chance to make your request for the 2022–2023 school year. Section 211.05 of the *Master Agreement* allows members to express their teaching assignment preferences in writing for the following school year to the building principal. The deadline is Feb. 1. There are no guarantees, but our agreement gives members this opportunity.

## 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
  - Spanish
  - 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 that works:

- CCS posts a notice asking for textbook-adoption committee participants.

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**The CEA Master Agreement is set to expire in fewer than 210 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/3tGgmn3>.

| Building/Unit Administrator    | Statement of Grievance   | Relief Requested  | Disposition   |
|--------------------------------|--|---|---|
| Whetstone HS<br>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...    | The CEA Board of Governors voted to advance this grievance 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 it's 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 it's Agents violated, misinterpreted, and/or misapplied negotiated 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<br>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   |
| CCS Administration             | The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master Agreement...           | The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the written reprimand issued on or about January 11, 2022 from all employee...        | Step 1 hearing pending.   |

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- 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 Coneglia ([conegliao@ceaoio.org](mailto:conegliao@ceaoio.org)) and copied to Kathryn Myers ([kmyers@columbus.k12.oh.us](mailto:kmyers@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.

## 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 [g mild@columbus.k12.oh.us](mailto:g mild@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/3F3vfSl>.

## CEA Mini Grants

CEA Foundation Mini Grants are open to all CEA Members. Some of the most impactful and innovative projects have come from our district departments. The purpose of the Mini Grants is to empower CEA Members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students.



CEA Member **Cassie Myers**, a **Speech and Language Pathologist**, created a Book Nook for students at the three schools she services. She said, "This grant provided funds for a diverse book collection to be used with students receiving speech and language services at three CCS buildings: Woodcrest ES, Siebert ES, and Columbus Africentric Early College. By using a literacy-based treatment approach with diversity representation in the authorship and characters in the stories, children are working towards their individual objectives in a meaningful way. These books are used in small group sessions and individual speech therapy sessions to target a variety of skills necessary to access and participate in the general and special education curriculum."

## Special Notes

- **February Legislative Assembly:** The February LA is being held in-person at the Villa Milano. Only SFRs are invited from each unit due to COVID. SFRs should RSVP to Michelle Crouse at [crousem@ceaoio.org](mailto:crousem@ceaoio.org). If an SFR cannot attend, the FR or AFR should RSVP and go in their place. **There is no virtual option to this meeting. We will be voting on the Bargaining Priorities to send to the table in negotiations.**
- **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; **Morgan Beck**, Devonshire ES; **Amy Brown**, Oakland Park ES; **Kevin Jennison**, CAHS; **Elizabeth Johnson**, West HS; **Lois McFadden**, East HS; **Robert McFadden**, Liberty ES; **Ronda McIntyre**, Indianola K-8; **Stephanie Place**, Lincoln Park ES; **Teresa Provens**, Eastmoor Acad. HS; **Florence Ray**, Beatty Park ES; **Donna Robinson-Fort**, Independence HS; **Kimberly Saunders**, Social Worker; and **Melissa Whitehair**, Olde Orchard 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 to sign the form. Indicate to whom you are making the donation. **Note: An administrative signature is not required on the donation form.**
- **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@ceaoio.org](mailto:crousem@ceaoio.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.