

Reorganization: It's Elementary

This is the time of the year when principals begin to organize their staffs. It's mostly the elementary principals who seem to be confused by this process—every year. The deadline for notification of reorganization is Friday, Feb. 11. Principals must follow the rules when staff reducing and reorganizing staffs:

- Reductions are made by category: K and 1–5.
- Reducing a kindergarten teacher? You must reduce from among the current kindergarten teachers, the volunteer or the least senior teacher.
- Reducing in grades 1–5: Only the volunteers or the least senior teachers are staff reduced. Staff-reduced teachers cannot be reorganized into vacancies.
- Kindergarten teachers may not be reorganized into grades 1–5 or 1–6 positions, and vice versa, unless a vacancy is available and with the agreement of CEA and Human Resources. This includes looping in grade-level categories.
- Principals should provide bargaining unit members written notice of their reorganization. Such written notice should indicate whether or not the grade level teachers are being reorganized is a “self-contained” or “departmentalized” classroom, along with the subject(s) that teacher will be teaching.

If you have questions regarding the reorganization and staff-reduction process, read Section 211.03 of the *CEA Master Agreement*; or call CEA at (614) 253-4731.



UNCF Helps Our Students

UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF



Workplace Campaign. Fifty percent of every dollar we raise is designated for scholarships for Columbus City School students. Please be generous in your giving. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation.

This drive is very important, as we prepare our students for jobs in the global community. More than 60 percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come.

This year's campaign is completely online. To donate, go to the UNCF's secure website at <https://bit.ly/3g2x8os>. Our UNCF Workplace Campaign ends Feb. 28, 2022.

NEAMB Adds Value to Your Membership

It's cold outside, but **NEA Member Benefits** is heating things up with more engagement opportunities. To keep things simple, you can use the same link below to join any (or all) of the sessions. **Each session will only last one hour** but what you learn will last your lifetime.



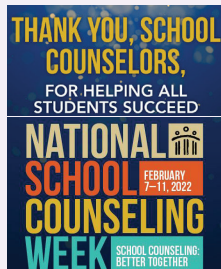
Feb. 7 When Can I Afford To Retire or Will I Just Die At My Desk? (4 p.m.)

Feb. 22 I Gotta Get Away: Thinking about Spring and Summer Breaks Finding Affordable Getaways with the NEA Travel Program, the EA Discount Ticket Program and the NEA Marketplace. (4:30 p.m.)

Use this link to join any (or all) of the above sessions: <https://bit.ly/3fUxmhe>. If prompted, the Meeting ID is 851 5663 3669 and the Passcode is 659813.

School Counselors Week

National School Counseling Week 2022, “School Counseling: Better Together,” sponsored by the American School Counselor Association (ASCA), will be celebrated from Feb. 7–11, 2022, to focus public attention on the unique contribution of school counselors within U.S. school systems and how students are different as a result of what school counselors do. National School Counseling Week highlights the tremendous impact school counselors can have in helping students achieve school success and plan for a career.

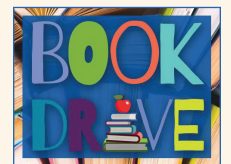


School counselors are actively engaged in helping students examine their abilities, strengths, interests and talents; for working in a partnership with parents as they encounter the challenges of raising children in today's world; for focusing on positive ways to enhance students' academic, career and social/emotional development; and working with teachers and other educators to provide an educational system where students can realize their potential and set healthy, realistic and optimistic aspirations for themselves. School counselors are certified, experienced educators with a master's degree in school counseling. The combination of their training and experience makes them an integral part of the total educational program.

“School counselors work with all students to remove barriers to learning by addressing students' academic concerns, career options and social/emotional skills,” said Jill Cook, ASCA executive director. “School counseling programs help to increase student achievement and provide a much-needed resource for students, parents, teachers and administrators. School counselors are integral to student success.”

Make a Donation to the CEA Book Drive

CEA has joined hands with the district in this effort through our annual CEA book drive. This year, we will be shifting our focus to books appropriate for Pre-K readers and their families. It is no secret that early literacy skills help to build learning success across all subject areas. Our campaign ends **Monday, Feb. 28**. Each member of CEA is being asked to donate a brand-new book to the campaign. A suggested book list has been given to your FR for your review.



For every three new books, a member donates to the campaign they will be entered in a drawing for VISA gift cards (4–\$50 prizes; 3–\$100 prizes). You will receive one entry for every three books donated (entry forms available from your faculty representative). The more books you give, the more chances you have to win. Complete and submit entry forms to Teri Mullins at CEA no later than Monday, Feb. 28. The drawing will be Monday, Mar. 14.

For more information, contact Teri Mullins at (614) 253-4731, or at tmullins@ceaohio.org. Thank you for your support of our Pre-K students. Together we can continue our 15-year legacy of putting books in the hands of our students.

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 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/3ro2tII>.

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...	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 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 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.
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.
CCS Administration	On or about January 18, 2022 and ongoing, the Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions...	Affected grievants shall be made whole in every way, including but not limited to the following: Columbus City Schools shall immediately conform with the provisions of Article 209.04 of the Master Agreement. Grievants who...	Filed at Step 2 Pursuant to Article 110.06 of the Master Agreement. Hearing pending.

Article 211 Calendar

Conducted hybrid (Virtual and In-Person)

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

Continuing Contract: Apply Now

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. Go to <https://bit.ly/3KaDcbY> to utilize the online application process.

All applicants will receive an electronic confirmation. Applicants must check their email (spam or junk 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.

Questions should be directed to Teacher Certification & Licensure at (614) 365-6680 or license@columbus.k12.oh.us.

Is Your License Expiring?

If your license from 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 until June 30 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.

Contact Greg Mild at gmild@columbus.k12.oh.us with any questions concerning CEUs or the license renewal process.

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.

PAR/CEU Classes

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



- Feb. 8** Everybody's Welcome Here: Ensuring Success in the Inclusive Classroom (4:30-6:30 p.m. via Zoom)
- Feb. 22** Becoming Trauma Informed (4:30-6:30 via Zoom)
- Mar. 2** World Language Middle School Mixer (3:30-5:30 p.m. location TBD)
- Mar. 3** Middle School Art Collaborative (2:45-3:45 p.m. via Zoom)
- Mar. 8** Mix It Up: Tools for Blended Learning (4:30-6:30 p.m. via Zoom)
- Mar. 22** Creating a Culturally Relevant School Environment (4:30-6:30 p.m. via Zoom)

Register on PD Planner for the sessions listed above. Call the PAR Office at (614) 365-5110 for more information.

Special Notes

- 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.** 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.
- Professional Leave:** There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district **and there are funds still available.** These include taking a course or attending a conference or workshop. The **application forms are available** in the **"Forms/Resources"** section of the **CEA website** or the CCS Intranet, along with the full leave guidelines and the deadline schedule for applications based on the activity date.