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 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 heater 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/3Uxumhe. If prompted, the Meeting ID is 851 5663 3669 and the Passcode is 659813.

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.
Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work our 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.

### Article 211 Calendar

**Conducted hybrid (Virtual and In-Person)**

**February**

- **13** Administrative Staff Reduction Notification
  (Please ensure written notification is provided)

- **11** Deadline to Notify Staff of Reorganizations
  (Please ensure written notification is provided)
  
  Future reorganizations may be necessary due to vacancies that occur.

- **16** Alternative Interview Panel due to CEA

- **16** Wednesday

- **18** Wednesday

- **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:
  
  1. Elementary & K–8 after 3:30 p.m.
  2. Middle & High Schools after 2:30 p.m.

**March**

- **1** Round 1 Interviews CLOSE
  Schools and Departments

  Selection Agreement Forms and Rosters sent by HR to Principals
  (electronically) by 5 p.m.

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### 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/CEA 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 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.

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### 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 CCE Intranet, along with the full leave guidelines and the deadline schedule for applications based on the activity date.