A Message from the President of CEA

CEA Members,

Following the actions that CEA members took in January at the height of the Omicron surge to shed light on the safety and learning crisis’ in our buildings, and intensive discussions with the District, we are pleased to announce that our Union has just reached an agreement with CCS on a new Memorandum of Understanding (School Year 2021–2022 MOU #3) which remains effective through the end of the school year.

Major elements of the MOU include:

- Beginning Mar. 7, all class coverage pay will be paid at 150 percent of the Article 209.04 contractual rate.
- All CEA bargaining unit members may participate offsite remotely in both the Professional Development Day scheduled on Mar. 9, 2022, and the Records Day scheduled for Mar. 23, 2022.
- The District must provide all CEA bargaining unit members with ten KN-95 and/or N-95 face masks. Additional KN-95 and/or N-95 face masks are available upon request.
- Clarification that CEA bargaining unit members who are not teachers of record (i.e. TOSAs, Instructional Coaches, etc...) may choose to provide class coverage upon the request of the District on a strictly voluntary basis. These members are also eligible for payment for work which must be completed outside the workday as a result of class coverage at 150 percent of the hourly rate. This provision resolves a grievance filed in January by CEA regarding the mandatory assignment of TOSAs and other bargaining unit members to report to buildings and cover classes.
- The Memorandum of Understanding regarding Social and Emotional Learning Practitioners which was won during bargaining in 2019 is extended for one additional year, to expire on the last teacher workday of the 2022–2023 School Year.
- Clarification on expectations for District-wide testing at the High School level to take place on Tuesday, Mar. 1.

The new MOU, titled “Memorandum of Understanding #3 – 2021–2022 School Year” can be read in its entirety on the CEA website at https://bit.ly/3GxSdBO.

Your CEA leadership is well aware that many serious issues, including campus safety and the conditions of our buildings, remain unresolved with this newest interim agreement. As represented by this MOU, we will continue to engage the District and make progress for CEA members on issues, large and small, whenever possible. Make no mistake, your actions in January as well as the continued focus on enforcement of our Master Agreement brought the District to the table to address many of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don’t refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn’t or can’t.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.

You have the right to the representative of your choice, not your principal’s choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don’t feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the CEA Master Agreement.

Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think, and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

NEA Member Benefits Presentations for March

NEA Member Benefits continues to offer ZOOM sessions on a range of topics designed to help make members lives better. The same Zoom link will work for any and all of these sessions. All sessions begin at 4 p.m.

Mar. 8 Student Loans & Loan Forgiveness
Mar. 15 Social Security WEP, GPO and other issues which may impact your retirement
Mar. 22 Making the MOST of your NEA Membership: an overview of your benefits as a Kahoot game!

To fully participate in the Kahoot game, have a second phone or other smart device to use as your response device. To join, go to https://bit.ly/3shMSeb. If prompted, the meeting ID is 836 4821 0108 and the passcode is 022543.

Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like financial assistance with their college education? Apply for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members’ children to earn scholarship dollars toward college. Applications are due by Friday, Mar. 25, 4 p.m. Find the application at https://bit.ly/3GxSdBO. The document contains instructions to successfully complete the application.

In Solidarity,

John Coneglio
CEA President
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 on 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/3hevb9.

Spring 2022 CEA Foundation Mini Grant
The Spring 2022 CEA Foundation Mini Grant window opens Feb. 14. Mini Grants serve “to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students.” Mini Grants are separate from the district grants such as Teacher Dream Grant and ESSER Macro Grants.

All eligible CEA members are encouraged to apply to one of the following Mini Grants:

- **General Grant**: Up to $320 per grant
- **New Educator Grant** [Educators in years 1–2 of their career]: Up to $350 per grant
- **SEL Grant**: Up to $400 per grant
- **STEM/STEAM Grant**: Up to $600 per grant

To apply, go to https://bit.ly/325J7ho. Completed applications are due Mar. 23, by 5 p.m. Contact Tracie Helmrecht at (614) 398-1201 with any questions.

**Article 211 Calendar**

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| March | Mar. 1, Elections for CEA Local Delegates: NEA State-at-Large Delegates, CEA President, and CEA Vice President. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15. Ballots were sent to buildings during the last full week of February. The voting window opened Tuesday, Mar. 1, and closes Tuesday, Mar. 15.