



Columbus Education Association

Columbus City Schools/ Columbus Education Association

Certificated Professional Leave Guidelines & Schedule 2023-2024

Contact information:

ProfessionalLeaves@columbus.k12.oh.us

Updated - Thursday, August 10, 2023

Master Agreement (2022-2025)

702.16 The Professional Leave Committee established by a “Memorandum of Agreement” in 1986 will continue to function as set forth in said memorandum and as agreed to by the parties. Further the Board will provide \$200,000 per school year to fund this professional leave provision

You may download and print these documents as needed from the Human Resources section of the Internet at <http://www.ccssoh.us/HRAdministration.aspx>.

Certificated Professional Leave Guidelines & Schedule

The committee will review requests and provide decisions in compliance with the guidelines below and the Committee Schedule.

- 1. Request received after the activity has occurred AND/OR after the submission deadline will be denied. NO EXCEPTIONS**
- Preference will be given to workshops offered in the Columbus area and in the State of Ohio.
- Submit conference/activity travel requests for approval according to the committee schedule below.**
- Trips outside the continental United States are not eligible for approval.**
- The current fiscal year begins July 1, 2023, and ends June 30, 2024.
- Summer activities (2024) are encouraged provided there are funds available from the current fiscal year.
- Professional leave cannot be used for activities to obtain college credits or certification.
- Applicants are limited to \$1800 over a two (2) year period. You may use your discretion as to how many activities you request to attend as long as the total is \$1800 or less for the two-year period.
- Cost of Substitute is included in funding.
- Preference will be given to staff who have not utilized the fund within the last two years.
- No more than two teachers per building will be approved for a particular activity.
- The total number of teachers attending an out-of-state conference will be limited to five or fewer across the district.
- Expenses will not be approved in conjunction with Personal Leave use. When a request is denied due to substitute availability, expenses will not be authorized if the individual elects to use Personal Leave.
- Travel – hotel/per diem – will only be considered for travel outside of the local boundaries set by district policy. See Employee Travel Reimbursement Guidelines**
- Membership in a professional organization is not reimbursable from this program unless such membership reduces the cost of the conference registration by an amount equal to or greater than the cost of such membership.
- Permission to attend a professional activity which requires neither funding nor a substitute should be approved with your immediate supervisor and will not be considered through the Professional Leave Committee.**
- Any changes to the approved requests must be cleared through the Professional Leave Committee and your supervisor.*

Supervisors will consider the below criteria for eligibility:

- Must be an active employee
- No more than 2 teachers per building for the same activity
- Not on an unpaid leave of absence
- District/State Testing
- Other criteria are at the discretion of and review by the committee

Committee Schedule

<i>Committee Meeting Date</i>	<i>Request Due in HR by 4 p.m. by:</i>
September 7, 2023	August 25, 2023
October 5, 2023	September 22, 2023
November 2, 2023	October 20, 2023
December 7, 2023	November 24, 2023
January 4, 2024	December 22, 2023
February 1, 2024	January 19, 2024
March 7, 2024	February 23, 2024
April 4, 2024	March 22, 2024
May 2, 2024	April 19, 2024

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Columbus City Schools Office of the Treasurer Employee Travel Reimbursement Guidelines

Per Board Policy 6550 – TRAVEL PAYMENT & REIMBURSEMENT

Travel expenses incurred for official business travel on behalf of the Board of Education shall be limited to those expenses necessarily incurred by the employee in the performance of a public purpose authorized, in advance, in accordance with administrative guidelines.

Payment and reimbursement rates for mileage shall be in accordance with the Federal IRS prescribed mileage rate.

Employees are expected to exercise the same care incurring travel expenses that a prudent person would exercise if traveling on a personal business and expending personal funds. Unauthorized costs and additional expenses incurred for personal preference or convenience will not be reimbursed.

Unauthorized expenses include but are not limited to alcohol, movies, fines for traffic violations, and the entertainment/meals/lodging of spouses or guests.

All travel shall comply with the travel procedures and rates established in the administrative guidelines.

Effective 7/1/15

Hotel Stay

- Hotel/per diem – will only be considered for travel outside of the local boundaries set by district policy. Travel within 100 miles from Columbus is not eligible.
- Hotel stay is limited to the length of the conference. For example, a three-day conference = three nights allowed in a hotel.
- Hotel choice is limited to a conference hotel (unless sold out). For other than conference hotel, maximum rate should not exceed GAO guidelines. <http://www.gsa.gov/portal/category/21287>

Per Diem

- \$45 per diem will be paid to employees for each night spent in a hotel on business. One night = \$45, two nights = \$90, etc. No exceptions.
- Per Diem reimbursement always requires an overnight stay.
- Receipts are not required for reimbursement. Tips are covered by per diem.

Airport Transportation at Destination

- Transportation to/from the conference airport is limited to the cost of a round trip shuttle. Visit the destination airport website. Look for a link to ground transportation for reservations and/or rates. Employees electing to secure other modes of transport are limited to the shuttle rate for reimbursement.
- Transportation to/from the hotel will be reimbursed if a conference shuttle is not provided and the hotel is not within walking distance.
- Transportation to/from meals/entertainment is not reimbursable

Car Rental at Destination

- Car rental is approved only under exceptional circumstances, such as the need to visit multiple schools. Approval requires a detailed justification/rationale. The daily limit for reimbursement is \$50, which includes all associated costs: rental fee, gas, parking, tolls, etc. Optional insurance will not be reimbursed.

Driving Personal Vehicle Out of Town

- Maximum reimbursement for all driving expenses (mileage, parking, tolls) is the lower of \$300 or the cost of an airline ticket to the conference destination.
- Google “IRS Mileage Rate” to see effective rate on date of travel.

Miscellaneous

- Reimbursement limit of one checked bag each way (\$60/round trip currently).
- CMH airport parking reimbursement limit = Blue lot rate (\$10/day currently).
- Failure to attend conference will result in the employee being held responsible for repayment of any non-refundable charges paid by CCS on behalf of the employee.
- Technology, equipment &/or books received at this conference become the property of CCS.

Exceptions

- Any exception to the above requires appropriate justification, advance notification, and approval in writing.

FY 2023/24 Conference Cheat Sheet

- Employee submits Professional Leave Request Form: [2023-24 CEA Professional Leaves Request Form](#)
- Once request is approved by the Professional Leave Committee, an approval letter will be sent to the employee.
- A purchase order will be processed for the employee and sent to the employee once received in Human Resources

After receiving his/her purchase order the employee MUST:

- Complete the conference/activity registration. Provide the purchase order number if asked and submit the registration form to the vendor.
- Billing address: **Accounts Payable – 270 E. State Street, Columbus, OH 43215**
- If pre-payment of a conference registration is required, attach the registration form to a copy of the purchase order and send to Accounts Payable. This cannot be paid without a copy of the purchase order **and** the registration form
- Confirm BOTH hotel and conference availability before making air reservations. **The employee is responsible for any costs associated with canceling or changing air reservation.**
- Employee may contact travel agent (Uniglobe @ 614-237-4488) for air estimates and to book the air reservation and/or hotel reservation. Hotel reservations made through the travel agent require an employee payment (non-reimbursable) of a \$35 convenience fee. Employees are required to stay in the conference hotel unless full.

After returning from the conference/activity the employee MUST submit the following items to Accounts Payable within 30 days of your return:

- Claim form
- Hotel folio
- Air itinerary
- Conference registration receipt
- Paid shuttle receipt
- Paid CMH parking receipt
- Paid airline baggage receipts
- Certification of conference attendance verifying the event, place, dates and for the purpose given.
- Certification that their per diem claim reflects a deduction for any meals provided by the conference