



Know Your Contract: Academic Freedom

In the 2019–2022 version of the *CEA Master Agreement*, Section 201.01 of the *Master Agreement* guaranteed teachers academic freedom. However, per the contract, administrators were allowed to consult with and direct teachers as it relates to academic freedom. At the bargaining table for this contract, your Union negotiated, and the Board agreed that a basic tenet of academic freedom is the ability of bargaining unit members to utilize and choose supplemental materials and methods that are aligned with board approved curriculum and are appropriate to the levels of ability and maturity of students. Additionally, CEA and the Board share the belief that controversial issues have a legitimate place in the instructional program of the schools, subject to and consistent with Board Policy 2240.



Know Your Contract: Lesson Plans

While bargaining the current version of the *Master Agreement*, the Board put forth a proposal that, if agreed to, would have required all CEA bargaining unit members (regardless of whether or not they were a classroom teacher) to post lesson plans on at least a weekly basis to the district's learning management system and/ or other location(s) established by the bargaining unit members' supervisor. In response, your Union negotiated and codified the current practice of requiring each bargaining unit member to provide evidence of planning upon request by their principal or supervisor. Additionally, for planned absences of a classroom teacher, CEA bargaining unit members must provide a substitute lesson plan for up to five days during the term of the absence. For example, if a CEA bargaining unit member has been approved for a leave of absence for three weeks, only five days of substitute lesson plans must be provided.

Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. **This benefit is for our members with children who are college seniors.** The fund provides \$2,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2023–June 2024 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. To download the application, go to <https://bit.ly/3OYVyr>. The **deadline is Friday, Oct. 13, 4 p.m.** If you have questions, call Kathy Wilkes at (614) 253-4731.

CEA First Legislative Assembly

The first Legislative Assembly (**Thursday, Sept. 14**) will be held at Villa Milano, 1630 Schrock Rd., 4:30 p.m. **CEA Faculty Representatives** are invited to attend this meeting. **RSVP to Jen Gable at gablej@ceaohio.org by Friday, Sept. 8.**

Religious Leave: Know the Rules

Members should take note of the provision in the *CEA Master Agreement* that grants teachers the right to take religious leave. A teacher may be absent, with pay, on a day identified by a duly constituted religious body as a religious holiday. In order to be granted the leave, the religious body must establish the holiday as a day no

work can be performed and the teacher must be an active member of the religious body. Requests for religious leave must be made at least five school days prior to the holiday; teachers will be granted no more than three days during a school year. All requests for religious leave must be made to the CCS Department of Human Resources.

Join CEJC for Community Appreciation Day

Please join the Columbus Education Association & the Columbus Education Justice Coalition for our 2nd Community Appreciation Day with Maroon Arts Group this Sunday, Sept. 10, from 4–7 p.m. at the MPACC BoxPark located at 925 Mt. Vernon Ave.



We are excited to celebrate our new school year and give back to the parents, students and Columbus community who continue to support our educators. Join us for free food, treats, a special announcement about how we will continue to work together, and the second Sunday of Maroon Arts Group's Sound Therapy music series featuring Caroline INSPIRES, The Deal Beakers and DJ Trigno! This family-friendly event is free and open to the public.

Parent-Teacher Conference Dates

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President's Day. However, Article 1401 of the *Master Agreement* provides each school the opportunity to deviate from the established parent-teacher conference dates. A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school's conferences. Once your school's parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

Membership is Critical to Our Success!

Now more than ever, membership in CEA is critical to our continued success.

- If you know someone new to your building or unit, approach the person and ask them to become a member of CEA.
- We have made joining CEA simple and quick.
- Step 1: Click "JOIN" on the homepage at www.ceaohio.org.
 - Step 2: Download the CEA Membership form to your device and complete it. (*It is a fillable pdf for your convenience.*)
 - Step 3: Email the completed form to CEA Membership Coordinator Kathy Wilkes at wilkesk@ceaohio.org.
- Call CEA at (614) 253-4731 with questions.

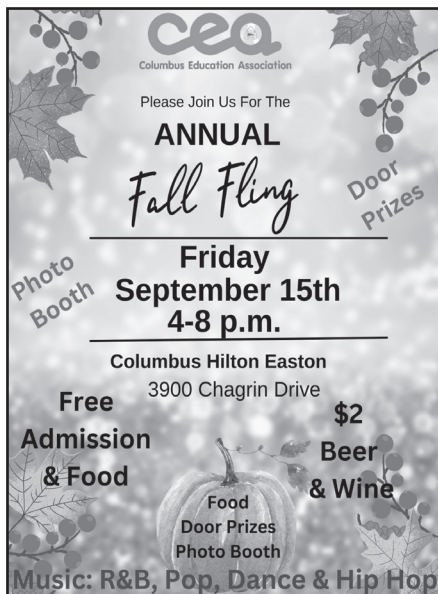
Grievance Update

CEA works 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 grievances we are working to resolve. To view each grievance in its entirety, go to <http://www.ceahio.org/wp-content/uploads/2023/08/Grievance-230905-03.pdf>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
Ridgeview MS Natalie James	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ridgeview MS, Natalie James, failed and/or refused to adjust the grievant's class load.	That the grievant be made whole in every way, including but not limited to adjusting the grievant's class load for the second semester of the 22-23 school year, and that NO REPRISALS be taken against the grievant or...	Arbitration requested, pending arbitrator selection and hearing dates.
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the grievant to repeated and/or extreme verbal abuse in...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control...	Awaiting Step 2 response.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement by unilaterally modifying the online application...	All CEA bargaining unit members who applied and were denied continuing contract status during the 2022-2023 school year on the basis of not having received "accomplished" or "skilled" overall ratings, but who have...	Grievance filed at Step 2. Awaiting response.
PAR Administrator Rhonda Rice	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the 2022-2025 CEA-CCS Master Agreement...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for supplemental wages owed based upon her 2022-2023 Peer Assistance and Review...	Step 2 hearing pending.
Columbus Africentric 9-12 Sherri Williams	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Africentric 9-12, Sherri Williams, subjected the grievant to extreme verbal abuse at an after school meeting.	That the principal apologize in writing to the grievant; that the principal does not subject the grievants to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to...	Step 1 hearing pending.
CCS Administration	CCS Hearing Officer Dianne McLinn, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association-Columbus City Schools...	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Reprimand issued on or about June 7, 2022 from the grievant's...	Step 2 hearing pending.

See You at the CEA Fall Fling

The Fall Fling is around the corner! Everyone needs to attend the CEA Fall Fling this year. Join us Friday, Sept. 15, from 4-8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 400 new members this school year. Help them celebrate their new endeavor and welcome them to the CEA family. Our annual party features music, great food, and prizes. Get to know your colleagues. Meet candidates for public office and local elected officials. Admission is free. Beer and wine are just \$2. **If you would like to volunteer, contact Teri Mullins at tmullins@ceahio.org.**



This Year 53 Weeks and 27 Pays

Due to this year being a 53-week year, there would have been a three-week pay gap from the final pay in August until the first pay in September. Your Union has negotiated an MOU with the District to include a 27th pay day. September is a three-pay month; in that month the third pay will be reduced by half. March is also a three-pay month; the second pay of March 2024 will be reduced by half. On each of those pay days, deductions will also be reduced by half. If you have questions, call the CEA Office at (614) 253-4731. To download the MOU, go to <https://bit.ly/3OUJr91>.

Professional Leave

There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop.

Forms to apply for professional leave are available in the "Forms" section of the CEA website or the CCS Intranet, along with the full leave guidelines. Act as soon as you know the date of your conference because funds are exhausted quickly.

Join the Sick Leave Bank

The *CEA Master Agreement* provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply haven't accumulated enough sick leave to cover extreme situations. You can help by donating two sick days to the Sick Leave Bank. It's easy. The donation form is available on the CCS Intranet under "Human Resources" or the CEA website under "Forms." **The deadline for donations is Friday, Sept. 29.** Any bargaining unit member who exhausts their sick leave may apply to borrow

up to 10 days from the bank. They will be required to pay back the borrowed days as additional days are earned. **When you retire or resign, the two days you deposited to join will be returned to you.** If you joined the Sick Leave Bank in the past, you do not need to rejoin, nor do you need to make an additional donation. **In order to withdraw days from the sick leave bank, bargaining unit members must complete a Sick Leave Bank Withdrawal Form, located on the CEA website.**

Have You Formed Your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your *CEA Master Agreement* (Article 202.01). Here are the basics:

- The ABC consists of the building's Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
- All CEA bargaining unit members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.
- Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceahio.org and your CEA District Governor.

Special Notes

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: **Jimmie Beall, Lincoln Park ES;** and **Buffy Burroughs, Avondale ES.** To donate, enter your name at the top of the **CCS Report of Employee Absence form.** In the "Other" section, select "SL Donation." Just below that, indicate the members' name.

Education First Credit Union exists solely to serve our member-owners. You'll benefit from fewer and lower fees, lower loan rates, and higher deposit rates. Open your account today! Go to <https://www.educu.org/join-today/>.

Attention Faculty Representatives: The first **CEA Legislative Assembly** will be held at **Villa Milano (1630 Schrock Road)** on **Sept. 14 at 4:30 p.m.**

Members of CEA: If you are not receiving electronic communications from CEA, email hernb@ceahio.org with your name and non-CCS email address.

We have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate, and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

**CEA Pre-Paid Legal Services Plan
OEA/NEA Attorney Referral Program**



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