

Vote 'YES' on the Columbus City Schools Levy

Why do educators and our community support the levy?

- Together, Columbus is building an economy for 2023, but our students are learning in schools built for 1923. Our future as a world-class place to live, work, and thrive requires world-class schools.
- Levy monies will allow our District to adequately staff for smaller class sizes and more student support. Levy monies will also allow CCS to address long-time issues with hundred year old facilities, installing the latest technology and infrastructure to support our students and community well into the future.
- If passed, collection on the levy would begin in 2024, a modest tax of \$180 per \$100,000 valuation paid by all Columbus property owners. More than \$38 million will be spent on operating expenses and more than \$60 million will go directly toward our school buildings.

RENEW our commitment to Columbus' future.
REINVEST in our students on November 7.

Educators and Our Community are Voting 'YES' on the Columbus City Schools Levy

How will we hold the District accountable for our reinvestment?

- Educators and the Community fought side-by-side for District commitments to the schools Columbus Students Deserve. Now it's up to us to make sure the District has the resources to deliver on its commitments. CEA and our Community Coalition will bring the same focus to ensuring our reinvestment delivers for our students.
- Every dollar spent will be publicly accounted for, to guarantee transparency.

Early Voting Starts: Wednesday, October 11

Know Your Contract: Extra and Co-Curricular Duties

Section 209.02 of the *CEA Master Agreement* sets the parameters around the supervision of school events that occur outside of the school day.

First, there are only two after school events that the principal can require that all staff attend. Section 209.07 defines these events. One event is Open House which is required to be held in the month of September. The other event is an annual parent grade-level meeting. Advance notice should be given of the dates and times to CEA members for such events because of the requirement to attend. Parent-Teacher Conferences are separate from these after school events.

In a perfect world, at the beginning of the year, your principal provides the staff at your school a list of events outside the workday where supervision is needed. CEA members sign up to volunteer to supervise these events. Your principal should then review the list of volunteers for the events well in advance to make sure there are enough volunteers for the necessary supervision. It is entirely possible that every CEA member could attend open house, volunteer for two additional events and the principal could determine that there are enough volunteers to provide the necessary supervision.

However, upon reviewing the list well in advance, the principal could determine that certain events need more supervision

because not enough CEA members have volunteered. In that case, your principal can assign additional CEA members to supervise these events. Section 209.02 requires that these supervisory assignments be rotated among the teaching staff at the school; rotating these assignments prevents all staff from being assigned at the same time. It is also required that CEA members be notified two weeks prior of their assignment to the event where practicable.

Additionally, no CEA member can be required to supervise more than five events in a school year. Each event should be three hours in length, or the length of a normal school related activity. Section 209.07 provides that Open House and an annual parent grade-level meeting (if called) do count toward the maximum of five events. If you have questions about these provisions in the *CEA Master Agreement*, call the CEA Office.

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2023–2024 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, submit your notice of retirement to Human Resources no later than Wednesday, Nov. 1. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. To download retirement information or access the Google form to submit notification of retirement to Human Resources, go to <https://www.csoh.us/Page/2340>. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

CEA Members Get Free Legal Assistance

CEA offers a Legal Services Plan through the law firm Cloppert, Latanick, Sauter and Washburn featuring reduced rates for those personal matters requiring a lawyer—such as developing estate plans, resolving domestic matters and dealing with traffic violations.

Here is how the Basic Plan, or the OEA/NEA Attorney Referral Program, works: When you become a CEA member, you automatically receive, at a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic

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Join us for a
SEPTEMBER BACK TO SCHOOL SOCIAL
Friday, Sept. 29 @ 4:45 pm
Don't miss out on food, friends, and fun!

@ World of Beer Easton
3770 Easton Market

Can't make this one? We will see you Oct. 27th
Questions? Email columbuscece@gmail.com

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://bit.ly/46umcrv>.

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 any other...	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 such behavior in...	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 met all...	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 when they failed to pay grievant the full amount owed for extra duty work performed during the 2022-2023 School Year as established by her Peer Assistance and Review supplemental contract.	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 supplemental contract, including interest at the applicable IRS rate. The Board shall cease and desist from prorating supplemental contracts, except in accordance with Article 402 of the Master Agreement.	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...	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 control such behavior...	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 2022-...	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 personnel and discipline...	Step 2 hearing pending.
Starling PreK-8 Dr. Joan Bucy	Starling PK-8 Principal Dr. Joan Bucy, acting in her capacity as agent of the Columbus City Schools Board of Education, violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/...	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 Letter of Direction issued on September 1, 2023 from all employee records, other...	Step 1 hearing pending.
Career & Technical Education Department Jennifer Meade	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when the Director of Career and Technical...	The grievant shall be made whole by ceasing the direct, verbal criticism in front of other staff members; immediately ceasing the extreme and/or repeated verbal abuse; the grievant be provided the appropriate administrative...	Awaiting Step 2 response.
Career & Technical Education Department Jennifer Meade	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when the grievant was given a...	The grievant shall be made whole in every way including but not limited to removing the Written Reprimand from all personnel files. removing the Letter of Direction that is included and lead to the Written Reprimand;...	Awaiting Step 2 response.
CCS Administration	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when it was determined that...	Both grievants shall be made whole by immediate repayment of the classroom reassignment pay that has been calculated, plus 5% interest compounded annually; and that NO REPRISALS be taken against the...	Step 2 hearing pending.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally altered the start and end times of the school day at the JIC.	That the administration revert to the original start and end times in place at JIC, that the grievants be made whole for any expenses incurred as a result of the change (i.e. child care) and that NO REPRISALS be taken...	Step 2 hearing pending.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally changed the schedule at JIC from a nine period day to an eight period...	That the administration reduce the number of teaching sections to five and reinstate the duty period, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this...	Step 2 hearing pending.

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relations, consumer protection and traffic violations. The best thing is that your entire, immediate family is eligible. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation.

There is another plan available as well. The Comprehensive Plan costs more but provides more extensive coverage for matters such as personal injury at a predetermined, discounted rate. This plan allows you more time to discuss lengthier items, such as document reviews. The Comprehensive Plan also entitles you to attorney time for services such as business dealings, bankruptcy or taxes, and defense in criminal matters; however, these matters do not qualify for the discounted rate.

For questions and consultation appointments, call the Cloppert Law Firm at: (614) 461-4455.

PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions which are open to all CCS educators. Session descriptions can be found in the **CCS PD System (PDS) #57848**. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions include:



Sept. 19	Classroom Management - Routines and Procedures: Building your toolkit of strategies (4:30-6:30 p.m. at Hudson)
Sept. 21	New Garden Leader Orientation (4:30-6:30 p.m. Kunz-Brundige Franklin County Extension Building, 2548 Carmack Rd)
Sept. 21	Goal Setting for Counselors (4:30-6:30 p.m. at Hudson)
Sept. 26	Beginning Canvas for MS/HS Math Teachers (3:30-5:30 p.m. at Hudson)

CEA Special Fall Election

The following elected positions will be filled in the **2023-2024 Special Fall Election**: Governors for District 9 and 10, Middle School Governor at-Large, and 1-2 OEA Delegates and Alternates. **The declaration period begins Monday, Oct. 2.** Declaration forms will be available for download on the CEA website. Declaration forms may also be obtained by contacting Jen Gable (gablej@ceaohio.org). **Declaration forms must be received by the CEA office by Friday, Oct.**

13, 4:30 p.m. Ballots will be sent to building SFRs the week of Oct. 23. **The voting window begins Monday, Oct. 30, and ends Tuesday, Nov. 14.** Members of the Elections Committee will **collect ballots for tally Wednesday, Nov. 15.**

If there is a run-off election, ballots will be sent to buildings on Friday, Dec. 1. Run-off voting begins Tuesday, Dec. 5 and ends on Monday, Dec. 18. Tally day is Tuesday, Dec. 19.

Call CEA Elections Chair **Brittany Pierce** at (440) 225-2631 with any questions.

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.** To donate, complete the **Catastrophic Sick Leave Donation Form**, available on the CEA and CCS websites. Submit form to leavesofabsense@columbus.k12.oh.us.

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. Funds are historically exhausted quickly.

For the position of Capital Vice President, declaration begins Monday, Oct. 2 and ends when the election takes place on Wednesday, Nov. 8 at the Capital Representative Assembly.

Members of CEA: If you are not receiving electronic communications from CEA, email hernb@ceaohio.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**

C L S W
**Cloppert Latanick
Sauter & Washburn**

(614) 461-4455
www.cloppertlaw.com

Contact us today and allow our experience to work for you.