

CEA Staff Survey Data

Your Association sincerely thanks the more than 2,000 CEA members who took the CEA Staff Survey for the 2018–2019 school year. Each respondent was asked to rate 64 statements on a 5-point Likert scale as follows: Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) and Strongly Disagree (1). The chart below shows each of the district’s nine category averages since the 2013–2014 school year.

	2013–14	2014–15	2015–16	2016–17	2017–18	2018–19
Vision	3.84	3.71	3.72	3.78	3.71	3.66
School Climate	3.73	3.68	3.68	3.70	3.59	3.51
Administrator-Teacher Relationships	3.67	3.58	3.66	3.71	3.68	3.59
Democratic Process	3.55	3.56	3.58	3.60	3.52	3.43
Instructional Programs	3.71	3.56	3.61	3.66	3.64	3.58
Instructional Resources	3.15	3.06	3.25	3.33	3.28	3.26
Professional Environment	3.49	3.47	3.50	3.55	3.47	3.39
Student Behavior	3.40	3.35	3.36	3.37	3.31	3.23
Family & Community	3.92	3.87	3.96	3.99	3.93	3.87
Combined Category Average	3.60	3.53	3.59	3.60	3.57	3.50

Article 211 in Full Swing

The CCS internal staffing and transfer process has begun. Round 1 interviews will close on Thursday, Feb. 28. Offers for positions for this round should not be made until after 5 p.m. on the final day of interviews. Offers made prior to this are a violation and should be reported to CEA.

Also, please note the following from the Article 211 Manual: “...if an administrator selects a candidate for the position and that candidate was not one of the panel’s recommended candidates, the administrator is required to send written notice of the selection to members of the interview panel and to the CEA President. If the recommended list is prioritized and the administrator does not select the first recommended candidate written notice must be sent.”

Here are some important dates to remember for the remainder of the Article 211 process:

- Round 2 Postings: Monday, Mar. 11–Friday, Mar. 15
- Round 2 Interviews: Monday, Mar. 18–Thursday, Mar. 21
- Job Fair: Wednesday, Apr. 3

Continuing Contract

It is that time of year where you can apply for a Continuing Contract. To download the application form, go to <http://bit.ly/2VVqEMu>. You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract Article 401.16, to be eligible to receive a continuing contract, you **MUST** have the following:

- A **five-year professional license** or a **permanent certificate** shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 1, 2019.

- At the conclusion of this school year, you must have **completed three years** of successful Columbus teaching experience within the last five years *or* if you previously had a continuing contract in Columbus or another Ohio district, you must have completed **two successful years** of Columbus experience.

Under the new licensing standards, you must also meet the following coursework requirement:

- If you hold a master’s degree at the time of initially receiving a teacher’s certificate/license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you do not hold a master’s degree at the time of initially receiving a teacher’s certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.

If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2019–2020 school year, you must return the application with original official transcripts (showing requisite coursework has been met) to the Certification/Licensure Office at the Columbus Education Center, Human Resources, 270 E. State Street, Columbus, Ohio 43215. (CEC-HR, Route 3 for school mail), no later than Mar. 1, 2019. Contact Teacher Certification/Licensure at (614) 365-5658 if you have questions.

Article 211: Alternative Interview Panels

The *Master Agreement* defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 manual, buildings may request an alternately constructed panel. The following schools/units have requested and been approved for an alternate panel: Africentric PreK–5, Alpine ES, Champion MS, East Columbus ES, Moler ES, Transition/Work-Study Team and Yorktown MS.

Deductions for Union Dues

The “Tax Cuts and Job Act” effective in the 2018 tax year suspended the previous deduction for job-related expenses or other miscellaneous itemized deductions that exceeded two percent of adjusted gross income.

This suspension includes unreimbursed employee expenses such as union dues. These expenses are no longer deductible. Therefore, the annual “Deductible/Non-Deductible portion of dues” featured in *The CEA Voice* and communicated by CEA will no longer be produced. For further information, please see your tax preparer or *IRS Publication 5307*.

Interfering in Union Business = ULP

There are many reasons to file an unfair labor practice (ULP). CEA has filed ULPs because of poor judgment on the part of the administrator. Usually, ULPs stem from administrative attempts to limit members’ involvement in union affairs. If an administrator says at a staff meeting “How dare you call your union,” that’s a ULP. If your administrator says you are not to call CEA, that’s a ULP. If an administrator threatens members who call CEA, that’s a ULP. If an administrator states, “I know who called CEA,” that’s a ULP. Or if an administrator retaliates with discriminatory treatment because of union activity, that’s a ULP.

You pay union dues and have the right to call CEA for any

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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 out problems at the building level first, we know this isn't always possible. We will inform you of the grievances CEA is working on for you on a regular basis.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
Oakmont ES Shawya McFadden	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Oakmont ES, Shawnya McFadden, reorganized the grievant from second grade to kindergarten without the permission of the grievant.	That the principal rescind her reorganization of the bargaining unit member and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Relief requested denied at Step I hearing. Step II hearing pending.
Livingston ES Stacy Harris McCarthy	<ul style="list-style-type: none"> • Required bargaining unit members to attend staff meetings which extended 45 minutes beyond the workday, and; • Failed to assure bargaining unit members a daily 10–15 minute break free of pupil supervision and other assigned responsibilities, and; • Failed to provide an average of 45 minutes/day of planning/preparation time, and; • Failed to give all reasonable support and assistance to teachers with respect the maintenance of control and discipline in the classroom, and failed to provide appropriate administrative support to teachers with regards to discipline, and; • Failed to return all 190 Corrective Measure forms to the originating staff member with the corrective action noted within three work days of receiving it, and; • Failed to follow the entirety of Article 207 with regards to public or parental visitations in classrooms in order to minimize disruption of the educational process, and; • Deprived bargaining unit members of their thirty minute duty-free lunch. 	<p>That the principal at Livingston ES, Stacy Harris-McCarthy:</p> <ul style="list-style-type: none"> • Not require bargaining unit members to attend staff meetings which extend 45 minutes beyond the workday, and; • Assure bargaining unit members a daily 10–15 minute break free of pupil supervision and other assigned responsibilities, and; • Provide an average of 45 minutes/day of planning/preparation time, and; • Give all reasonable support and assistance to teachers with respect the maintenance of control and discipline in the classroom, and provide appropriate administrative support to teachers with regards to discipline, and; • Return all 190 Corrective Measure forms to the originating staff member with the corrective action noted within three work days of receiving it, and; • Follow the entirety of Article 207 with regards to public or parental visitations in classrooms in order to minimize disruption of the educational process, and; • Ensure that no bargaining unit members are deprived of their thirty minute duty-free lunch, and; • Take NO REPRISALS against the grievants or any other bargaining unit member due to the filing of this grievance. 	Step I hearing pending.

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reason you deem appropriate. Even if the principal says you must go through your Senior Faculty Rep, that's a ULP. Any CEA member may call CEA directly.

We file ULPs in consultation with our attorneys who file the practice complaint with the State Employment Relations Board (SERB). For more information about ULPs, see Section 4117.11 of the Ohio Revised Code. It spells out which acts are unfair labor practices. Report violations to CEA.

Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like some financial assistance with their college education? Consider applying 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 at 4:30 p.m., Friday, Mar. 29, 2019. You can find the application at <http://bit.ly/ceaspringschol2019>. The scholarship application must include a statement of the student's personal philosophy and goals and also include two references. One from a current academic instructor with whom the student has studied during the past year, and one from someone other than a relative. Applicants must be the children of a CEA or CEA-R member for their dependent(s) to be eligible. A teacher must have:

1. Have taught in Columbus City Schools for the four (4) years prior to applying for the scholarship unless the applicant taught for four (4) years prior to:
 - a. Going on an approved leave of absence
 - b. Going on an approved disability retirement
 - c. Retiring and maintaining membership in CEA-R

Applicants must:

1. Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
2. Have a cumulative point average of 2.5 or above which must be verified by an official high school or university transcript. Copies will not be accepted.
3. Be a full-time student while enrolled in college.
4. Include a copy of the Student Aid Report from FASFA.
5. Indicate all financial aid (other than student loans) which they expect to receive.

The Christa McAuliffe Memorial Scholarship is granted each year to a student majoring in education (unless no education applicants apply). This scholarship will be 1½ times the amount of any other scholarships awarded. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205. Potential members' children are not eligible for any benefits.

Special Note

❑ The following **CEA elective offices** and **delegate positions** are: **High School Governor At-Large; 2019 NEA Local Delegates; 2019 NEA State At-Large Delegates; and 2019–2020 OEA Delegates. Declaration closed on Friday, Feb. 8. Campaigning runs until Tuesday, Mar. 19. Voting will begin Wednesday, Mar. 6, and end Tuesday, Mar. 19. Ballots will be collected and tallied** by members of the Elections Committee on **Wednesday, Mar. 20**. If necessary, a run-off vote will take place from Apr. 2–16, with votes tabulated on Apr. 17. Contact Elections Chair Neil Moore at senyormoore@gmail.com or (614) 264-2188 if you have questions.