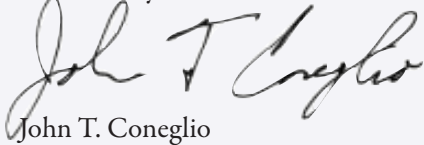


## Thank You Dr. Stanford and Welcome Dr. Dixon

On behalf of the members of the Columbus Education Association, I would like to thank Dr. Stanford for the time he has served as interim superintendent of Columbus City Schools. Many times, it seemed that he was put into thankless positions whether it was from the school board, media or the community. The opening of this school year, he greeted students with a warm smile and a handshake. During the facilities task force meetings, he patiently answered questions from what seemed to be a spirited public and at the Pre-K meeting he attended, he was a willing participant who was genuinely concerned about teachers. In all situations, he handled himself with professionalism, class, and dignity. He always exhibited a strong work ethic and seemed to be everywhere. Thank you, Dr. Stanford, for leading our district this past year.

With the departure of Dr. Stanford, the Columbus Education Association welcomes Dr. Dixon as the new superintendent. CEA looks forward to hearing her plan and working collaboratively in a democratic fashion. We know that the struggle is real. With a looming state takeover, it is imperative that we work as a team to ensure our students and staff have an educational environment conducive to the teaching and learning that they both deserve.

In Solidarity,



## CEA Launches Contract Campaign for the Schools #ColumbusStudentsDeserve

This week, our union officially launches our 2019 contract campaign for the schools #ColumbusStudentsDeserve. At your worksite, Faculty Representatives and Contract Campaign Leaders (CCLs) will be holding 10-minute meetings and asking every CEA member to sign a pledge to support our 2019 Bargaining Platform—an overview of some of our most important priorities at the table. It is critical that you sign the pledge and provide the most up-to-date contact information for our campaign. We must demonstrate to each other and to the district that we are ready to fight for the schools our students deserve! Our successor Collective Bargaining Agreement will determine wages and working conditions for our 4,300 members and the learning conditions for more than 50,000 students attending Columbus City Schools. Leadership at the bargaining table isn't enough—Our contract campaign will live at our worksites and in our neighborhoods and communities. You will receive regular updates via your worksite Contract Campaign Leader. In addition, please use #ColumbusStudentsDeserve and follow CEA on social media. If you are interested in becoming a Contract Campaign Leader at your worksite, please contact your Faculty Representative.

**Yes! I stand with my CEA Bargaining Team. We're fighting for**  
**The Schools #ColumbusStudentsDeserve**  
 Columbus Education Association OEA/NEA Bargaining Platform 2019

Your bargaining team will soon begin bargaining with the board for a new union contract. Through thousands of your survey results, CEA members have established our 2019 bargaining priorities:

<p><b>Reduce Teacher Turnover by Compensating Educators as Professionals</b></p> <p>#ColumbusStudentsDeserve schools that can recruit and retain the best educators in a stable, consistent learning environment. In Columbus City Schools, nearly one-third of all full-time educators hired since the 2012-2013 school year have since left the district.</p>	<p><b>End the School-to-Prison Pipeline by Expanding Alternative Programs for Discipline</b></p> <p>#ColumbusStudentsDeserve alternative programs for discipline, including the restoration of "FEAK" at the middle and high school level and the expansion of the "Options For Success" program. Our union is committed to ensuring safe learning environments for students and educators while supporting proven, effective programs that divert students from the school-to-prison pipeline.</p>
<p><b>Reduce Class Sizes and Caseloads</b></p> <p>#ColumbusStudentsDeserve class sizes and caseloads that allow educators to provide the individualized attention every student needs to succeed. No student gets the attention they need in a kindergarten classroom of 29 students, a middle school classroom of 35, or a high school classroom of 36.</p>	<p><b>Improve Access to Student Support Professionals by Staffing Adequately</b></p> <p>#ColumbusStudentsDeserve access to the support they need when they need it. This includes adequate staffing of Counselors, Social Workers, Nurses, OT/PT, Library Media Specialists, Long-range Pathologists and School Psychologists. Currently, each highly-qualified Library Media Specialist is shared by two middle schools and up to eleven elementary schools.</p>
<p><b>Fund Schools and Save Taxpayers Money by Ending Handouts to Wealthy Corporations</b></p> <p>#ColumbusStudentsDeserve well-funded, properly staffed and maintained schools. When the city and district approve huge tax breaks for wealthy corporations that don't need them, they drain our schools' resources and shift the burden to individual taxpayers.</p>	<p><b>Design Schools to Reflect a Commitment to Arts, Music and P.E.</b></p> <p>#ColumbusStudentsDeserve a dedicated space for art, music, and P.E. Study after study confirms the importance of these "specials." A real commitment to a well-rounded education means dedicated space for these activities in each building.</p>

Return this form to your Contract Campaign Leader or Senior Faculty Representative by Friday, March 15.

I stand with my CEA Bargaining Team. I'm ready to fight for the Schools #ColumbusStudentsDeserve.

Name (Print) \_\_\_\_\_ Signature \_\_\_\_\_ Building/Unit \_\_\_\_\_

Call Phone \_\_\_\_\_ Home Email \_\_\_\_\_

Note: To show our unity, language and names on this petition may be made public and distributed to support our 2019 Contract Campaign.

## CEA Files Notice to Negotiate

On Thursday, Feb. 28, pursuant to Ohio Revised Code 4117.14 (B) your Association served the Board of Education with its notice to negotiate. State law requires the party who wishes to negotiate a successor collective bargaining agreement to serve written notice upon the other party of their intent.

Section 1501.07 of the *Master Agreement* specifies that the initial meeting of the Joint Negotiation Committee must take place not later than Mar. 15. Additionally, the purpose of the initial meeting shall be for establishing agenda items for subsequent meetings and for the handling of administrative details. Keep reading *The CEA Voice* for more information about negotiations.

## That Work Is Your Work, This Work Is My Work

The Columbus City School District is home to four different bargaining units. These bargaining units include the Columbus Education Association (CEA), the Columbus School Employee Association (CSEA) (often referred to by their state union's name, OAPSE), the Columbus Classified Supervisor's Association (CCSA) and the Columbus Administrator's Association (CAA).

Article 101 of the *Master Agreement* contains the "recognition clause". This important clause identifies the Columbus Education Association as the sole and exclusive representative for the certificated teaching personnel in Columbus City Schools. The recognition clause also specifies who is a bargaining unit member and is eligible for membership in your Association.

The CSEA bargaining unit includes, but is not limited to bus drivers, food service workers, custodians, secretaries, interpreters and instructional assistants. The CEA bargaining unit contains all of the certificated teaching personnel in Columbus City Schools. It would be inappropriate for an administrator or supervisor to direct a CEA bargaining unit member to drive a bus, as that work belongs to CSEA. It would also be inappropriate for an administrator or supervisor to direct a CSEA bargaining unit member to teach third grade, as that work belongs to CEA.

Your Association was informed last week that this was happening. A department director assigned CEA bargaining unit members to perform CSEA bargaining unit work, and CSEA bargaining unit members were being directed to perform CEA bargaining unit work. A "cease and desist" letter was sent to the administration on Friday, Mar. 1, demanding that "the Board immediately cease and desist from issuing directives to Association bargaining unit members to perform the work of CSEA bargaining unit members and that the Board immediately cease and desist from issuing directives to CSEA bargaining unit members to perform Association bargaining unit work."

CEA reserves the right to pursue all available legal remedies, including, but not limited to grievance(s) and the filing of Unfair Labor Practice charge(s) with the State Employment Relations Board should these practices continue.

## Building the Best Union

The CEA Membership Action Team (MAT) will be hosting a focus group at State Teachers Retirement System (275 E. Broad St.) on Wednesday, Mar. 13 from 4:30–6:30 p.m. The focus group will be facilitated by members of the Professional Staff from OEA. The purpose of the focus group is to engage CEA members and potential members in the process of strengthening our union. If you are interested in attending this

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**There are 161 days left until the current CEA Master Agreement expires.**

## 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
<b>Oakmont ES</b> 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 response pending.
<b>Livingston ES</b> Stacy Harris McCarthy	Violated Article 204.06 (B), 205.01, 207 (A), (B), (C), (D), (E), (F), (G) and (H), 208.01, 208.12 and 302.03 and all others that apply.	That the principal at Livingston ES, Stacy Harris-McCarthy: Follow the <i>CEA/Board Master Agreement</i> with respects to Article 204.06 (B), 205.01, 207 (A), (B), (C), (D), (E), (F), (G) and (H), 208.01, 208.12 and 302.03 and that the administrator take NO REPRISALS against the grievants or any other bargaining unit member due to the filing of this grievance.	Step I hearing response pending.
<b>Cedarwood ES</b> Latasha Turner	The CEA/Board Agreement was violated, misinterpreted, and/or misapplied when the two first grade classrooms exceed twenty-nine (29) pupils on each roster.	That the administration reduces the total classroom numbers, on the rostered attendance, to a maximum of twenty-nine (29) students per classroom and that NO REPRISALS be taken against the grievant due to the filing of this grievance.	This grievance has been withdrawn.

Continued from Page 1

focus group *RSVP* at <http://bit.ly/ceaMAT0313>. If you have questions contact Cynthia Smithers, CEA MAT Chair at [cynthiasmithers@icloud.com](mailto:cynthiasmithers@icloud.com).

## Support Our Third Graders

The CEA Book Drive kicked off Mar. 7 and will end on Apr. 18. We want to put a new book in each 3rd grade summer enrichment packet. Support our campaign by donating at least two new books appropriate for children reading on the primer through third grade reading level. A suggested book list has been given to your FR.

At the conclusion of the campaign, a drawing will be held for four \$100 Amazon gift cards for members who donate at least three new books. Give your books to your FR or building campaign chairperson and ask for an entry form for every three books you donate. Send your completed forms to Teri Mullins at the CEA Office (Rt. #2) no later than Tuesday Apr. 30. The drawing will take place on Friday, May 2.

For more information about the campaign, call Teri Mullins at CEA (614-253-4731) or [tmullins@ceaohio.org](mailto:tmullins@ceaohio.org).

## Teachers' Dream Grant

The Teachers' Dream Grant is available again this year. Application information will be sent to buildings, and it will be communicated via the district's intranet and posted on the grants web page and the district's website. This grant provides an opportunity for all teachers to apply for individual school-based grants from \$500-\$5,000 focusing on academic enrichment, increasing student achievement, closing the achievement gap, improving school and community relations, improving classroom learning climate and promoting social justice.

This is an excellent opportunity for teachers to acquire resources to support innovative projects. The grant is to be submitted online by 4 p.m., Apr. 17, 2019. For further information, see the district website or contact Andrea Richardson at (614) 365-5733.

## LPDC Course Requester Training Coming Soon

The Columbus Local Professional Development Committee (LPDC) will be hosting face-to-face training sessions to learn how to become an approved PDS Course Requester in the new CCS PD System. Attending this training will enable you to enter in-district professional development (including TBTs) into the PDS so that certificated educators may earn CEUs for their participation. This training will cover both the compliance components for entering courses for CEU purposes as well as walk through the new course proposal process in the PDS.

**The LPDC will also be hosting support sessions for those needing assistance in creating an Individual Professional Development Plan (IPDP).** All educators with 5-year Professional Licenses in Ohio must have an approved IPDP on file in order to earn credits toward the renewal of that license (for more information about the renewal process of a 5-year license, [click here](#)).

You can find upcoming training dates in the PDS by entering the course number (**32867 for PDS Course Requester Training** and **34405 for IPDP Support Sessions**) into the search bar under the Course tab in the title bar—<https://ccsoh.truenorthlogic.com>.

## Special Note

- ❑ 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. For further information, see your tax preparer or IRS Publication 5307.
- ❑ 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/ceaspring-schol2019>. 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.**
- ❑ **Summer School Applications Now Up** – If you would like to teach summer school, now is the time to apply. Find the online-only application at <http://www.columbus.k12.oh.us/summerSchool19>. Eligible applicants must be a full-time certificated/licensed teacher in the district. Article 801 of the *Master Agreement* sets forth the selection criteria for summer school applicants. Although there is no established deadline for completing the teacher summer school application, the goal is to finalize summer staffing prior to spring break. Selections will begin immediately and continue until all positions are filled. **Initial placements will be finalized by Friday, Mar. 22, and applicants will be notified by Apr. 5.** Selected teachers will receive a selection agreement by school mail that must be signed and returned by Friday, Apr. 12.
- ❑ 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](mailto:senyormoore@gmail.com) or (614) 264-2188 if you have questions.