

Letter About Bargaining

Dear Members:

On Friday Apr. 5, CEA responded to a complaint by members of a north area school. The members in this building received an email from their principal, which members interpreted as an attempt to intimidate them in regards to their **#ColumbusStudentsDeserve** signs. Specifically, the administrator asked the teachers to review #4 and #10 of the OEA Guide to Social Media for Educators. These items reference the Ohio Department of Education Licensure Code of Professional Conduct, and social media posts about work that include personally identifiable detail. Your Union responded immediately to these bullying tactics.

Within hours, we arrived at the school to personally hand deliver the letter. Sadly, the principal was not in the building (*we hope the administrator was not receiving absentee counseling*). Our letter reminded the administrator that social media posts related to CEA's contract campaign constitute concerted, protected activity pursuant to Ohio Revised Code, Chapter 4117.03(A). We further advised the administrator that any agent of the Board, *including principals*, who interfere with, restrain, or coerce employees in their exercise of their rights guaranteed in Chapter 4117, are committing an Unfair Labor Practice pursuant to Chapter 4117.11(A).

The social media guidelines referenced in their email are applicable to members who are acting individually and not engaged in concerted protected activity. We then offered our own information for the administrator to review; the guidelines at www.nlrb.gov/rights-we-protect/whats-law/employees/i-am-represented-union/social-media.

We will continue to make it clear to administration that our union will vigorously defend the rights of our members to engage in concerted protected activity. What disappoints your Union is that instead of joining us in standing up for what our students deserve, many administrators seem to prefer to sweep deplorable learning and teaching conditions under the rug.

In Solidarity,



John T. Coneglio

Union Wins a Common Sense Decision

Recently, a new CCS teacher attempted to transfer more than 150 days of accumulated sick leave from their previous employer to CCS. Prior to their hiring, this new teacher had first taught at a traditional school district followed by a charter school. The *Master Agreement* specifies that a sick leave transfer "will be accepted by the Board, provided it was earned in public service."

The District's Office of Legal Service's initial response to the teacher's request was a denial. In their response, the Office of Legal Services stated, "once the days were transferred from the public school to the charter school, they lose their public school identity and become a charter school day."

While the District's initial response was not positive, the new teacher set themselves up for success at the beginning of the school year. First, they joined the Columbus Education Association. Second, after being denied the sick leave transfer, the member contacted their union with their concerns. Third, the new teacher worked hand-in-hand with the CEA Staff Consultant assigned to assist them. Because of their CEA membership,

their dues dollars allowed them to utilize the services of the OEA Legal Services Attorneys.

In Ohio, state law says that charter schools are public schools. As a result, any sick leave accumulated at such schools does not lose their public school identity. The new member gave their OEA Legal Services Attorney permission to file a lawsuit against the district in Franklin County Common Pleas Court. Shortly after filing suit, the District quickly changed its position and granted the new member's sick leave transfer request.

When individuals sign up to belong to CEA, they also belong to OEA and NEA. Your unified membership in all three organizations provide you resources and reinforcements. For example, the new teacher would not have been able to take advantage of OEA's attorneys if they were not a member.

There has never been a better time to be a member. If you know of someone who is not currently a member, please encourage them to join CEA and take full advantage of the rights and privileges afforded by membership.

April 24 Checklist: Are you March-Ready?

In less than two weeks, we will take to the streets with thousands of CEA colleagues, labor allies, and community members as we show Columbus we are ready to fight for the Schools **#ColumbusStudentsDeserve**. Make no mistake, giving up a few hours of your spring break will have a direct impact on our working conditions, wages, and our students' learning conditions. If we don't demonstrate our willingness to do what it takes to win our Bargaining Platform priorities, there is no reason for our administration to give us anything. Have you finalized your plans to attend? Here's a handy CEA March-Ready Checklist:

- *RSVP* sent to bit.ly/march4students424
- Facebook event page link shared on my personal social media accounts
- Event added to personal calendar
- Texts and calls sent to arrange carpool with colleagues, family, friends and be ready at 11 a.m.
- Sunscreen and sunglasses ready (optimism goes far!)
- Comfortable marching shoes ready
- Plan to eat beforehand and stay well hydrated
- Chanting voice warmed up
- Plans made with colleagues to go out and celebrate afterward

If you have any questions about the march, please contact your Contract Campaign Leader or call the CEA office at (614) 253-4731. See you on the 24th!

Urge Legislators to Repeal State Takeovers and Restore Local Control

Two former teachers now serving in the Ohio House of Representatives—Joe Miller (D-Amherst) and Don Jones (R-Freeport)—have introduced a bi-partisan bill (HB 154) that would repeal the ill-conceived law that allows the state to takeover local school districts that are deemed to be in trouble.

HB 154, which has 29 bi-partisan co-sponsors, would restore local control to school districts. Rep. Jones and Rep. Miller delivered sponsor testimony before the Ohio House Education Committee on Apr. 2.

If approved, HB 154 would immediately terminate Academic Distress Commissions (ADCs), restore local control over public schools, and require school districts to develop school improvement teams in F-rated buildings.

For more information, and to contact your state legislator to urge his or her support for this bill, go to <http://bit.ly/2K0tvSJ>.

There are 126 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
Como ES Summer Anthony	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Como ES, Summer Anthony, subjected the grievants to repeated and/or extreme verbal abuse at a Teacher-Based Team meeting.	That the principal apologize in writing to the grievants, 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 in the future, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	Step I hearing pending.

Losing One of Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost one of our own. Theresa Barber, second grade teacher at Innis ES, passed away on Apr. 5, 2019. Our hearts and our thoughts go out to her family and the staff and students at Innis ES.

Paid holidays: A caveat

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including our six-day spring break. However, pay for holidays is not a given. Members who are not in a "paid" status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.

Special Legislative Assembly Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA officers and staff and vote on important issues affecting your Association and its members. Any CEA member is welcome to attend. The following is a list of buildings/units that were represented on Thursday, Apr. 4:

17th Avenue Service Center, Alpine ES, Art, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, Briggs HS, Buckeye MS, Burroughs ES, CAHS, Cassidy ES, CEA, Cedarwood ES, Centennial HS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus North International HS 7-12, Columbus Scioto 6-12, Columbus Spanish Imm. K-6, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Eakin ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Detention Center, Leawood ES, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Music, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Ohio Avenue ES, Olde Orchard ES, Options for Success@Linmoor, OT/PT, Parkmoor ES, Parsons K-6, Phys. Ed., Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Workers, South HS 7-12, South Mifflin STEM Acad PreK-6, Southwood K-6, Special Ed. Coordinators, Special Ed. Transition Coordinators, Special Needs Preschool@Linmoor, Speech & Language, St. Vincent, Stewart ES, Sullivan ES, Tutors, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS and Yorktown MS.

Summer 2019 OSU Fee Waivers

Due to a large number of unused fee waivers, the Joint Fee Waiver Committee has reopened the online application for summer 2019 for OSU only. The window opened Monday, Apr. 8, and will close on Friday, Apr. 19. For instructions on how to apply online, go to <http://bit.ly/2jhWSjd>. Note the following:

- OSU Summer classes begins May 8, 2019, fees are due May 1, 2019.
- Have your college ID Number ready.
- Make sure you upload your documentation. (PDF preferred)
- This second chance opportunity will have a quick turnaround time, so please check your email to ensure additional information is not needed.

Give to the United Negro College Fund

Columbus City Schools' United Negro College Fund (UNCF) is in full swing and will run until Friday, Apr. 20. Your Faculty Representatives will provide you with all needed materials. UNCF provides operating funds for 39 colleges, all of them small liberal arts institutions. That makes it possible for them to offer students 21st century academic programs while keeping their tuitions less than half the average of other private colleges.



African-American students are not the only minorities served by UNCF organization. UNCF scholarships apply to all schools, not just historically black colleges and universities. UNCF serves as a national advocate for the importance of minority higher education and has made a difference in the lives of many CCS graduates, staff members and local community members. This drive is very important for our students. We are preparing them for jobs in the global community. UNCF makes a difference for many of them seeking to further their education. Half of the money raised through our campaign will go directly toward scholarships for CCS students.

Please give generously. For more information, please contact Michelle Crouse at the CEA Office at (614) 253-4731.

CEA Awards and Retirement Banquet

The 43rd Annual CEA Awards & Retirement Banquet is quickly approaching. The banquet will take place on Friday, May 17, at the Hyatt Regency Columbus. Social hour will begin at 6 p.m. with the dinner starting at 7 p.m. If you are retiring and have not responded to attend the dinner, *RSVP* at your earliest convenience. Retirees and Senior Faculty Representatives are invited to attend this wonderful event at no cost. Additional tickets are \$35 per person or a table of eight for \$280. If you are retiring and have not received any information, call the CEA office at (614) 253-4731 and ask for Kathy Wilkes. You can also contact her at kwilkes@ceaohio.org.

Get Out and Vote

On Tuesday, May 8, Ohioans will head to the polls to vote in the state's primary election. Since 2004, on average, just one out of every five registered Ohioans vote in non-Presidential primary elections. However, due to the extremely gerrymandered electoral districts in the state, often times the Primary Election in May decides the outcome of the General Election in November.

Early in-person absentee voting for Franklin County is held at the **Franklin County Board of Elections** (1700 Morse Rd.). The hours are as follows:

- Apr. 9-26 (weekdays only) 8 a.m.-5 p.m.
- Apr. 29-May 3 (weekdays only) 8 a.m.-7 p.m.
- Sat., May 4: 8 a.m.-4 p.m.
- Sun., May 5: 1-5 p.m.
- Mon, May 6: 8 a.m.-2 p.m.

Make sure that you engage in your civic duty on Tuesday, May 7. The polls are open from 6:30 a.m. to 7:30 p.m. To find your polling location in Franklin County, go to <http://bit.ly/2kDE3KP>. If you live outside of Franklin County, check with your county's Board of Elections.

Special Note

- ☐ The **Annual CEA Book Drive** will run through **Thursday Apr. 18**. We are asking **every member to donate a minimum of two new books** appropriate for children reading on the primer through third grade reading level. **Entry forms for the Amazon gift cards are due no later than 4:30 P.M. on Tuesday, Apr. 30**. Books can be dropped off at the CEA office through Friday May 2. Thank you, in advance, for your donation.