

Health and Safety

CEA Members,

Our union continues to receive regular reports of recurring health and safety issues from buildings throughout the district. These issues include, but are not limited to, mold and air quality problems, rodent and pest infestations, extreme temperatures, and general disrepair such as leaks and restrooms out-of-order. I want to be clear that the health and safety of our members, our students, and other CCS employees is of paramount importance to CEA. To that end, I want you to be aware of our plan to address these issues both short and long term:

How do I report a health and safety concern to CEA?

Today, we are announcing the creation of a new CEA Health and Safety Concern Reporting Form to assist our union in compiling evidence of unacceptable conditions at CCS worksites. Go to <http://bit.ly/ceahealthsafety> to submit your concern electronically. Don't forget to include any photos or other related items that will help document the issue. These reporting forms will be used to support conversations with the district as individual issues arise, to track trends in health and safety conditions, and, after consultation with affected members, in contractual and administrative enforcement actions where necessary.

What does the law say about safe school district workplaces?

Workplace health and safety in public workplaces, including school districts, is governed by Ohio Revised Code Chapter 4167, the Ohio Public Employment Risk Reduction Program. This statute serves two major purposes; incorporating federal occupational health and safety standards (commonly known as OSHA standards) into Ohio law, and creating the Bureau of Workers Compensation Public Employment Risk Reduction Program (PERRP) to perform rule making, investigative, and enforcement functions related to public employment. All public employers, including CCS, must provide employees a workplace free from recognized hazards.

What else is CEA doing about health and safety concerns?

As you know, last week we began negotiations for a successor collective bargaining agreement with the district. Pursuant to our bargaining platform's demand for "well-funded, properly staffed and maintained schools," your CEA bargaining team is proposing major improvements in our existing Article 206 health and safety language. Our initial proposal includes specific and measurable documentation, enforcement, and accountability measures to ensure a safe and healthy workplace and learning environment.

How can CEA members assist with addressing health and safety concerns?

In addition to documenting and reporting concerns via the new reporting form, CEA members should support their bargaining team by supporting the CEA Schools #ColumbusStudentsDeserve contract campaign! Lasting

change to our working conditions will require winning and enforcing strong health and safety language in our contract, and we can't do it without the support of all CEA members.

If you have any further questions regarding member health and safety, please don't hesitate to contact CEA at (614) 253-4731.

In Solidarity,



John Coneglio, President

Top 10 places to find lost money:

10. Couch cushions
9. Your child's book bag
8. The sidewalk
7. The washer
6. Your coat pockets
5. The floor of the car
4. The bottom of your purse
3. Your cat's stomach
2. Ohio Division of Unclaimed Funds



CEA's
Top Ten
List

**And the No. 1 place to find lost money:
the CCS Treasurer's Office**

Reform Panel Update

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglio and Supt. Dr. Talisa Dixon. The committee consists of six Association members appointed by the President and approved by the CEA Board of Governors and six members of the administration assigned by the Superintendent. Association members include Lori Cannon (Workstudy), Cassandra Daniels (Champion MS), Amy Glowark-Mondillo (Scottwood ES), Kim Ogilbee (Starling K-8), J. Sanchez (Northland HS), and Angela Zalenski (Elem. Art).

The Reform Panel meets on the third Wednesday of each month to review variance requests. A variance is a requested change to the *CEA Master Agreement* specific to a particular school or unit generally for a particular period of time. In order for a variance request to be heard by the Reform Panel a minimum of two-thirds of the CEA bargaining unit members in a school or unit must vote in favor of the variance in a secret-ballot vote held by the Senior Faculty Representative. Variance heard by the Reform Panel require a majority vote to be approved. Neither co-chair votes unless there is a tie.

CEA believes that the best decisions about teaching and learning are made at the building level by the people

There are 112 days left until the current CEA Master Agreement expires.

who work there. Successful districts have moved from centralizing operations and support to building-level support. We have a tool: the Reform Panel. We need to use it.

Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation of the contract. Here are the variances that have been approved since the last Reform Panel update in February.

School/Unit	Variance Request	Decision
Beechcroft HS	Request to renew modified 8-period school day schedule	Approved
Indianola K-8	Request to change PE requirements and include dance	Approved
Walnut Ridge HS	Request to renew 6th class and block schedule for construction arts teacher	Approved
Walnut Ridge HS	Request to renew parent/teacher conference schedule	Approved
Walnut Ridge HS	Request to renew modified 8-period school day schedule	Approved
Walnut Ridge HS	Request to renew staff meeting move to Wednesdays	Approved
West HS	Request to renew TBT meetings on Wednesday mornings	Approved
West HS	Request to renew staff meeting move to Wednesdays	Approved
Nurses	Request to renew school nurse exclusion from the PAR program	Approved
Nurses	Request to renew use of Record Days and PD Days interchangeably	Approved

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* as soon as you can. 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 email her at kwilkes@ceaohio.org.

Get Out and Vote

On Tuesday, May 7, 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. 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 Election.

Give to the UNCF by Apr. 30

Columbus City Schools' United Negro College Fund (UNCF) is in full swing and will run until **Tuesday, Apr. 30**. Your faculty representatives will provide you with all needed materials.



The 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 the UNCF organization. UNCF scholarships apply to all schools, not just historically black colleges and universities. The 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.

National Veterans Memorial Teacher Appreciation Reception

On Wednesday, May 8, from 5–7 p.m., the National Veterans Memorial and Museum will be holding a teacher appreciation reception. The museum recognizes the dedication of K–12 educators who touch the lives of countless students and their families through their passion for shaping young lives and commitment to making the world a better place. As Columbus' newest cultural institution, the National Veterans Memorial and Museum is committed to creating pathways to connect and inspire all members of our community and to celebrate those who give from the heart. For additional information and to *RSVP*, please call (614) 427-1126 or email teachers@nationalvmm.org.

PAR/CEU Classes

The Peer Assistance and Review (PAR) Office will be offering a series of professional growth opportunities for teachers of all skill and grade levels. Participants will receive 0.2 CEUs and materials will be provided. Register today on PD Planner for any or all of these sessions. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

Date	Topic	Time
Apr. 30	Parent & Community Engagement	
	17th Avenue	4:30–6:30 p.m.
May 1	Integrating Technology (World Languages)	
	17th Avenue	3:30–5:30 p.m.
May 7	End the Year on a High Note	
	Hudson	4:30–6:30 p.m.

Please note that the May 1 Fuel Up to Play has been canceled.

Register today on PD Planner for any or all of these sessions. All classes will be last approximately two hours. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.