

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 L. 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. Variances 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 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. Listed below are the variances that have been approved since the Reform Panel's June meeting, effective for the 2019-2020 school year:

Building/Unit	Variance Request	Panel Decision
Walnut Ridge HS	Request for teachers to teach an additional class	Approved
Indianola K-8	Request to change MS student day	Approved
Indianola K-8	Request to alter the frequency of elementary physical education	Approved
Northland HS	Request to hold one staff meeting per month after Wednesday early release days	Approved
Columbus Scioto 6-12	Request to change schedule to implement Boy's Town program	Approved
Fort Hayes CC	Request for teachers to teach an additional class	Approved
Whetstone HS	Request for teachers to teach an additional class	Approved
Whetstone HS	Request to modify the daily schedule to accommodate TBTs	Approved
Whetstone HS	Request to create a half-period academic assist	Approved
Gables ES	Request for two additional days for kindergarten orientation	Approved
Marion-Franklin HS	Request to hold one parent/teacher conference per grading period	Approved
Berwick K-8	Request to reduce transition time for ES music	Approved

Your Dues Dollars At Work: Mini-Grants

CEA is proud to announce the first-ever CEA Foundation Mini Grants available to ALL CEA members. The CEA Foundation's mission is to empower CEA members to design and implement innovative opportunities that will ultimately lead to higher achievement for all students. There are three mini grants for members to choose from:

- **Early Educator Mini Grant**—20 total grants up to \$300 each (for teachers in Years 1-5 of their career)
- **STEM/STEAM Mini Grant**—10 total grants up to \$600 each (open to all CEA members)
- **General Mini Grant**—25 total grants up to \$320 each (open to all CEA members)

CEA encourages members to think about supplies, materials and/or programs they personally fund. For example, a School Counselor could apply for a General Mini Grant to purchase character building curriculum to supplement groups they are working with; a Robotics Coach could apply for a STEM/STEAM Mini Grant to supplement the cost of an after-school program; new educators in years 1-5 of their career could apply for the Early Educator Mini Grant to replenish basic classroom supplies that are needed but not supplied by the school or district.

Grants cover one academic year, and there will be one application window per semester. This will allow members time to reflect on the needs of their classrooms, programs, and students served. Members are eligible to receive one Mini Grant per year.

For more information and an application form, go to <http://bit.ly/ceamg1920>; members can also get an application by stopping in at the CEA Office. These Mini Grants are separate from the Teacher Dream Grant and all CEA Mini Grants are funded completely through the CEA Foundation. Only CEA members are eligible to apply for the Mini Grants.

Your application and all supporting documentation is due no later than 4:30 p.m. on Nov. 11, 2019. Second Semester applications are due Mar. 13, 2019.

CEA would like to thank the committee members that were instrumental in developing this program: Tracie Helmbrecht, Chair, Becky Vance Coyne, Gerry Curran, CJ Jamison, and Jeannette Johnson.

Calendar Survey Results

The survey results for the 2020-2021 and 2021-2022 school year are complete. We want to thank the 1,855 CEA members for participating. We will present your preferences to the joint CEA/ CCS calendar committee. Per state law, the school board will hold a public hearing at least 30 days before adopting the calendar. Here are your preferences:

2020-2021 School Year

Teachers report: Monday, Aug. 24, 2020

Winter Break: Monday, Dec. 21, 2020-Sunday, Jan. 3, 2021

Spring Break: Friday, Apr. 2-Sunday, Apr. 11

Last Day for teachers: Friday, June 4, 2021

The CEA Master Agreement is set to expire in less than 1,045 days.

2021–2022 School Year

Teachers report: Monday, Aug. 23, 2021 (50.54 percent)
Winter Break: Monday, Dec. 20, 2021–Sunday, Jan. 2, 2022 (53.81 percent)
Spring Break: Friday, Apr. 15–Sunday, Apr. 24, 2022 (39.6 percent)
Last Day for teachers: Friday, June 3, 2022 (50.54 percent)

A breakdown of the survey responses is given below:

Begin and end of the 2020–2021 school year

Monday, Aug. 17 to Friday, May 28 (40.59 percent)
Monday Aug. 24, to Friday, June 4 (40.65 percent)
Monday, Aug. 31, to Friday, June 11 (8.63 percent)
Monday, Sept. 7, to Friday, June 19 (10.13 percent)

Begin and end of the 2021–2022 school year:

Monday, Aug. 16 to Friday, May 27 (33.01 percent)
Monday Aug. 23, to Friday, June 3 (50.54 percent)
Monday, Aug. 30, to Friday, June 10 (16.45 percent)

Begin and end of 2020–2021 winter break:

Monday, Dec. 21 to Sunday, Jan. 3 (78.27 percent)
Thursday, Dec. 24 to Wednesday, Jan. 6 (21.73 percent)

Begin and end of 2021–2022 winter break:

Monday, Dec. 20 to Sunday, Jan. 2 (53.81 percent)
Thursday, Dec. 23 to Wednesday, Jan. 5 (46.19 percent)

Begin and end of 2020–2021 spring break:

Monday, Mar. 15 to Friday, Mar. 19 and Friday, Apr. 2 (15.74 percent)
Monday, Mar. 29 to Monday, Apr. 5 (28.25 percent)
Friday, Apr. 2 to Sunday, Apr. 11 (56.01 percent)

Begin and end of 2021–2022 spring break:

Monday, Mar. 14 to Friday, Mar. 18 and Friday, Apr. 15 (24.67 percent)
Monday, Apr. 11 to Monday, Apr. 18 (35.73 percent)
Friday, Apr. 15 to Sunday, Apr. 24 (39.6 percent)

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2019–2020 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, you must submit the notice of retirement by Friday, Nov. 1, to Human Resources. Go to <http://bit.ly/ccsretiresign> to download a copy of the retirement/resignation notification form, or feel free to draft your own. Your Association strongly recommends hand delivering your notice of retirement and obtaining a timestamped copy. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Only CEA Members' Children Receive Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides \$1,250 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2019 and June 2020 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. Go to <http://bit.ly/fallceaschol19> to download the application. The deadline is 4:30 p.m. on Friday, Oct. 18. If you have questions, call Kathy Wilkes at (614) 253-4731.

Discipline Plan Update

The *CEA Master Agreement* specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing. The discipline plan establishes procedures for the administration of all forms of discipline within the school, including procedures related to suspension and recommendation for discipline. At schools where the principal is newly assigned, the discipline plan must be in place within ten days following the first day of student attendance. A school that has the same administrator from the previous year must have a discipline plan in place by the first day of student attendance. Failure to have a plan in place is subject to a grievance at Step 2 against the principal.

We thank the following schools that are in compliance with Article 208.03 of the *Master Agreement*:

Columbus City Prep. School for Boys, Hubbard
Mastery School PreK–6, Northtowne ES, and
South HS 7–12.

Apply for TLI

The CEA, in collaboration with NEA, the National Board of Professional Teaching Standards, and the Center for Teaching Quality, is seeking 40 more CEA members to participate in the 2019 cohort of the Teacher Leadership Initiative (TLI). In the coming months, hundreds of teachers from multiple sites across the country will be selected to participate. Those who are selected and complete the entire experience will receive a \$500 completion honorarium and earn 18 CEUs for their work. The deadline to submit your online application is Friday, Oct. 11. To submit your application, go to <http://bit.ly/cea19tli>. Be sure that your application is complete.

Applicants will be notified of selection by the end of October. For information about applying for this program, contact Dorothy Wilson at (614) 253-4731.

PAR Classes in October

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 these sessions:

Motivating Students To Use ALEKS

South HS • Monday, Oct. 7, 3:30 p.m.

Culturally Responsive Teaching (Session 1)

Africentric • Tuesday, Oct. 8, 4:30 p.m.

Trauma Support and Resources

Hudson Lindquist Room • Tuesday, Oct. 15, 4:30 p.m.

Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

**Open Enrollment begins
Tuesday, October 8 and runs
through Friday, October 25.**

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, 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.

Contact us today and allow our experience to work for you.
(614) 461-4455 • www.cloppertlaw.com