

When Fights Occur

Your Association has been receiving numerous calls from members inquiring about their responsibilities during fights between students. If a fight breaks out, your responsibility is to:

1. verbally redirect the participants to stop.
2. immediately call for an administrator if the participants do not stop.
3. submit a completed discipline referral.

The Ohio Revised Code, Art. 3341.19 (C) states: “teachers, principals, or administrators in a school, whether public or private, and nonlicensed [sic] school employees and school bus drivers may, within the scope of their employment, use and apply such amount of force and restraint as is reasonable and necessary to quell a disturbance threatening physical injury to others, to obtain possession of weapons or other dangerous objects upon the person or within the control of the pupil, for the purpose of self-defense, or for the protection of persons or property.”

Whether or not you intervene in a fight is your decision. While the law does allow school employees to “use and apply such amount of force and restraint,” there is no gold standard definition of what is “reasonable and necessary.” In addition to being injured, CEA members who have intervened in fights have also been investigated by Franklin County Children Services and/or the District due to allegations made by students or their families.

If you are the victim of assault...

Most school days are full of the rewards of helping students. But occasionally, teaching is interrupted by violence. Teachers and support staff often become victims. It seems common sense that employees’ have the right to a safe working environment, including the right to be free from threats of violence from students. Unfortunately, members are not always reporting when an assault or injury from violence occurs. If you are assaulted on the job, remember to follow these guidelines:

1. If you need immediate medical attention, get it. Take pictures of visible injuries. You may be eligible for Assault Leave. (See Section 701.02 (D) of the *CEA Master Agreement*)
2. Immediately contact your administrator, faculty representative, and CEA to let them know an assault has taken place.
3. Submit a completed Discipline Referral to your administrator. Make copies for your files.
4. Refrain from making any verbal or written statements until you have been advised by CEA.
5. Complete an online Work Place Injury/Incident/Accident Exposure Report Form at: CCS Home>Departments>Employment & Human Resources>Employee Information>HR Administration.
6. If you have utilized sick leave as result of injuries sustained from the assault, you may be eligible to receive Assault Leave. To apply, visit: CCS Home>Departments>Employment & Human Resources>Employee Information>HR Administration. Select: Employee Leave of Absence> Certificated and Administrative Leave. Check all that apply:
 - Assault Leave
 - Workers’ Compensation
7. Your principal should contact the appropriate personnel

and secure written statements from all parties involved. You should request copies.

8. As soon as possible, write a detailed statement of the incident for your personal files.
9. Keep all records of the incident.
10. You should keep CEA and your administrator apprised of all developments.

You should file charges, fill out an Incident Report form, and use Assault Leave as necessary. CEA will help you through this process. You can file charges by calling the police (614-645-4545), filing with your School Resource officer or going to Juvenile Court.

Trolley Barn Development Deal Shows Misplaced Priorities as District “Invests” in Upscale Market



On Tuesday, Nov. 19, the school board approved a development deal for a property along Oak Street on the near east side of Columbus known for its previous role as a trolley barn. The deal is set up as a type of development mechanism known as a Downtown Redevelopment District (DRD). According to the Ohio Development Services Agency, the purpose of a DRD is to “promote the rehabilitation of historic buildings, and encourage economic development in commercial, mixed-use commercial and residential areas, and fund transportation improvements that will benefit the areas.”

But this type of project also has an important benefit for the project developer seeking a tax break—dodging the label of a tax “abatement” while achieving the same result. Under the DRD plan for the redevelopment of the trolley barn into an upscale market, the developer will initially pay 100 percent of property taxes to the city and district, however 70 percent of that money will be refunded (or “reinvested” in developer-speak) to the project...for the next 30 years! This means our district will lose out on an estimated \$8.8 million dollars in tax revenue over the duration of the project.

CEA can think of a plethora of ways to spend \$8.8 million dollars on our students, educators, and district infrastructure. For example, 33 of our school buildings do not have building-wide air conditioning, which this year alone resulted in classrooms well over 100 degrees being shut down by the health department, educators evacuated by ambulance for heat-related symptoms, and eventually missed days of instruction.

Instead of investing in our students, classrooms, or educators, our school board has decided that the best use of district property tax revenue is to fund a privately-owned upscale food market for 30 years. To sweeten the deal, the developer is promising that CCS will have a stall in the new market, along with access to Internet, two laptop stations, and meeting space at the market. The deal must next be approved by city council. Before

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The *CEA Master Agreement* is set to expire in less than 989 days.

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
South HS Edmund Baker	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Edmund Baker, failed to adjust classroom numbers so that the class sizes/student load for teacher(s) at South HS meet contractual requirements..	That the principal immediately adjust numbers to make all classes and student loads for teacher(s) in the building compliant with the numbers required in the contract; and that no reprisals be taken against any member of the bargaining unit because of the filing of this grievance and that NO reprisals be taken against the grievant because of filing of this grievance.	Step II Grievance denied. Board of Governors voted to send to Arbitration.

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they approve our new investment in retail, we implore council members to sit down with students, parents, and CEA members at nearby East HS to get some feedback on whether a stall and a couple of laptops is really the best we can negotiate for our students as a return for their \$8.8 million dollars.

Reform Panel Update

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglio and Deputy Supt. Dr. John Stanford. 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. Here 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
Cols. Span. Imm. K-6	Request to hold one staff meeting per month in Nov., Dec., and Jan.	Approved
Parsons ES	Request to hold staff meetings on Friday mornings	Approved
Cols. Span. Imm. K-6	Request to run a nine-period bell schedule for sixth and seventh grade	Denied
Huy ES	Request to offer an extra art class for MH and Special Education students	Denied
Linden Park ECE	Request to change the number of members on ABC from five to three	Approved
Psychologists	Request to change the time frame allowed to complete supplemental work	Approved

Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete his or her own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors and HR). To download the job-share packet for the 2020-2021 school year, go to the CCS Intranet.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <http://bit.ly/jobshare2021> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m. on Thursday, Dec. 19. On Friday, Dec. 20, a list of potential job-share partners will be emailed to each person completing the online form to assist in finding a job-share partner.

Each partner's completed job-share packet is due to CCS Human Resources, ATTN: Employment and Staffing, no later than 5 p.m., Tuesday, Jan. 14, 2020. Your Association recommends hand delivering these documents and obtaining a time-stamped copy for your records. If you have further questions about job sharing, contact Cindy Love at CEA at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

Grants for New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients. Interested teachers should go to <http://bit.ly/dsgfirstyear19> to download an application. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at jvalentine59@aol.com or sent via USPS to 69 Iron Ore Court, Columbus, OH 43213. Completed applications must be received by Dec. 15, 2019. Grant recipients will be notified by Jan. 15, 2020.

Upcoming PAR 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 these sessions:

- **Culturally Responsive Teaching (Session 2)**
Africentric • Tuesday, Dec. 3 • 4:30 p.m.
 - **Teens and Technology**
17th Ave. Service Center • Wednesday, Dec. 4 • 4 p.m.
 - **Keep Calm and De-Escalate On!**
17th Ave. Service Center • Thursday, Dec. 5 • 4:15 p.m.
 - **Re-set, Refine and Refresh Your Classroom Environment**
Hudson Computer Lab 1 • Tuesday, Dec. 10 • 4:30 p.m.
- Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.