

On March 3rd, We Fight for the Special Education #ColumbusStudentsDeserve at the School Board!

On Friday, Feb. 21, CEA members were impacted by multiple announcements from administration about upcoming special education staffing changes. One such announcement involves the district's intention to staff reduce 21 of 26 Transition Coordinators and reallocate those FTEs to other positions. When questioned by CEA and members, the district confirmed that work previously performed by Transition Coordinators will now be added to the duties of other already overworked bargaining unit members, including high school special education teachers, social workers, and school counselors. In addition, the district announced that Gifted Resource Specialists who currently work with classroom teachers to provide programming for students identified as gifted and talented, will instead fill needed Gifted Intervention Specialist positions, depriving classroom teachers of a much-needed resource.

Our union went to work immediately. The same day the announcements were made, CEA served the district with a cease and desist and demand to bargain letter, citing material changes to the terms and conditions of our members who will take on the Transition Coordinator work. CEA officers and staff attended the Transition Coordinator meeting to answer questions and walk our members through the Article 211 process when administration failed to do so, and also to pledge our resources to fight these bad decisions. On Monday, Feb. 24, CEA released a statement condemning the staffing changes and calling on all members to attend the Mar. 3 school board meeting and fight for the special education #ColumbusStudentsDeserve.

The reallocation of FTEs from these cuts makes the district's intentions clear: address one staffing crisis by creating another. These cuts will cause unacceptable loss of services for our students, add work to the already overflowing plates of other educators, and displace long-serving CEA members. It's critical that all members stand in solidarity against these changes at the school board meeting on Mar. 3! Wear your CEA shirt or #Red-ForEd. RSVP for the board meeting at bit.ly/3bXKvCS.

Our #ColumbusStudentsDeserve Fight is Local, but CEA Solidarity is Global

"An injury to one is an injury to all" is the basic tenet of union solidarity we strive to uphold each day in our buildings. You may have also heard the flip side of this saying, "a rising tide lifts all boats." This phrase also describes how CEA lives its value of solidarity, whether in Ohio or around the world!

The Federal Education Association (FEA), an affiliate of NEA, is the union representing educators in the U.S. Department of Defense school system. FEA is a global organization representing more than 6,000 educators in Europe, Asia, the United States, and its territories. Our FEA sisters and brothers are engaged in contentious bargaining with the current administration, who are seeking to lengthen teachers' workdays without additional pay and take away vital planning and preparation time.

FEA has reached out to unions in roughly 260 school districts throughout the United States, including CEA, to assist at the bargaining table by providing information about our contract. Our district is one of the major urban districts identified by the Department of Defense as a source for comparable contract data in bargaining. CEA will be completing an FEA survey about specific provisions of our contract this month for

use at the bargaining table. When we win improvements to our contract (such as the gains we made in last years' negotiations) we aren't just helping our students, families, and ourselves, we're quite literally raising standards for educators around the globe.

Our #ColumbusStudentsDeserve campaign has repercussions far outside the boundaries of Columbus City Schools, and CEA members should be proud of the work we're doing together to put our value of solidarity into international action!

Celebrate School Social Workers

March is National Social Work Month. Every day the nation's 682,000 social workers act as advocates, champions, and leaders who make our society



School Social Work Association of America

a better place to live. Our school social workers work extremely hard on behalf of our students and our families. With the horrific incidents of gun violence in our schools, school social workers advocate for children who may have been affected by gun violence and other trauma, helping them get mental health and other services they need to get the best education they can.

Social workers are trained to look at situations in a holistic way, bringing people together with others and their communities to find ways to address pressing individual, group, and societal problems such as hunger, affordable housing, equal rights for all, and making organizations and government accountable.

Social workers also follow the National Association of Social Workers' (NASW) Code of Ethics, which calls on members of the profession to enhance human well-being and help meet the basic needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. As the nation commemorates Social Work Month, it is important for the public to recognize that the need for social workers to be strong advocates, champions, and leaders is more important than ever.

The 2020 Social Work Month theme is "Generations Strong." The campaign will educate the public about the importance of looking back and honoring the powerful, positive impact the social work profession has had on our society for generations. The NASW also wants to use the campaign to spotlight the life-affirming work that social workers from all generations—from the Greatest Generation to Generation Z—are doing. Thank you to our school social workers that work tirelessly to make the lives of our students better. During Social Work Month 2020, NASW will launch the "Generations Strong" campaign that will educate the public about the contributions social workers have made to our society and why the profession is so vital to our nation.

#CountMeIn: Census Participation Is Critical for Public Education

Every ten years since 1790, the United States has completed a census—a formal count of its population. The census is actually mandated by the U.S. Constitution (Article 1, Section 2), a sign of its importance for designing and implementing federal policy. By Apr. 1, you will receive instructions via mail for participating in the 2020 census process. You can respond online, by phone, or by mail. Getting an accurate population count is critical for many reasons; census data serves



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The CEA Master Agreement is set to expire in fewer than 898 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 regularly inform you of the grievances on which CEA is working.

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.	Arbitrator selected. Arbitration hearing date pending.
Starling K-8 Angela Moore-Tyler	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Starling K-8, failed to provide appropriate administrative support to the grievants in the discipline of their students.	That the principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	The administrative staff at Starling Pre-K through 8th grades will respond to all discipline referrals within a 72 hour time frame. Consequences will be aligned to the Student Code of Conduct and will be handled and communication(sic) to teachers in a timely fashion within the aforementioned time frame of 72 hours or less upon submittance (sic) into Infinite Campus.
South HS Edmund Baker	South High School Principal Edmund Baker, in his capacity as agent of the Board of Education of Columbus City Schools, violated, misinterpreted, and/or misapplied the Columbus Education Association-Columbus City Schools 2019-2022 <i>Master Agreement</i> by authorizing the issuance of a Summary of Conference to grievant without just cause, signed by South High School Assistant Principal Bao Lam.	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Summary of Conference issued on or about February 4, 2020, from the grievant's personnel and discipline files. Any record of the Summary of Conference issued on or about February 4, 2020, which must be maintained by the district as public record pursuant to state law shall contain a notation stating that the Summary of Conference was withdrawn by the board. The Summary of Conference issued on or about February 4, 2020, or any record thereof shall not be cited as past discipline or referenced in any future employment record or reprimand, warning, or discipline issued to the grievant. There shall be no retaliation against the grievant by any agent of the Board of Education.	The Summary of Conference written by Mr. Lam and submitted to Ms. Howard will be withdrawn from the building's personnel files located in the building since it was never intended to be submitted to the district. It will not be cited as past discipline or referenced in any future employment record or reprimand, warning or discipline issued to the grievant.

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as a basis for apportionment (how many U.S. House of Representatives seats each state gets), redistricting, infrastructure planning, emergency response, and distribution of federal funding.

The census is especially important for public education. Distribution of more than \$800 billion in federal education spending depends on it. Decisions on where and how to spend these funds is directly tied to census data, using formulas that factor in population and poverty levels. Included in this spending is more than \$14 billion in Title I grants that help schools serve more than 24 million students from low-income families, \$11.3 billion in special education grants to the states, about \$13.6 billion for the National School Lunch Program, and funds for the Head Start Preschool Program as well as grants to improve teacher quality.

Undercounting of communities can imperil funding our students need. This risk is especially high among undocumented families who may fear responding. Families should know that by law, the Census Bureau cannot share respondents' answers with anyone—including other government agencies. Make sure that you, your friends, and family, and your school family participate in the 2020 census so that our students get the critical funding they need and deserve! For additional NEA Census 2020 educator resources see neatoday.org/2019/11/13/2020census/.

Article 211: Alternative Interview Panel Approvals

The deadline to apply for an alternative interview panel for Round 1 in the Article 211 process expired Feb. 27. As of the time this issue of *The CEA Voice* went to press, requests from the following units had been granted: **Como ES, Clinton ES, CAHS, East HS, Fairmoor ES, Linden STEM Acad. PreK-6, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Marion-Franklin HS, Nurses, Shady Lane ES, Wedgewood MS, and Woodward Park MS.**

2020 Primary Early Voting Has Begun

In 2019, state legislators moved Ohio's May primary two months earlier. Ohio's 2020 Primary Election will now be held Tuesday, Mar. 17. This year's election falls on St. Patrick's Day. Due to the extremely gerrymandered electoral districts in our state, often times the Spring Primary Election decides the outcome of the General Election in November. Even though the Primary Election is Mar. 17, you can vote early in-person at your county Board of Elections. In Franklin County, you may vote at the Franklin County Board of Elections, 1700 Morse Rd. Advance hours are:

- Weekdays until Friday, Mar. 6, from 8 a.m.–5 p.m.
- Saturday, Mar. 7, 8 a.m.–4 p.m.
- Monday, Mar. 9–Friday, Mar. 13, 8 a.m.–7 p.m.

- Saturday, Mar. 14, 8 a.m.–4 p.m.
- Sunday, Mar. 15, 1–5 p.m.
- Monday, Mar. 16, 8 a.m.–2 p.m.

PBIS PD Coming Soon

The Office of Social-Emotional & Student Support Services will be offering a series of free trainings on PBIS open to all CCS staff members. All trainings will be held at the Professional Library at the Hudson Distribution Center from 4:30–6:30 p.m. Participants will receive .2 CEUs for each session attended. Register on PDS (PD Planner) at <https://www.csoh.us/domain/159>. Light refreshments will be served at 4:15 p.m. If you have questions, contact your Regional PBIS Coordinator. The class schedule is as follows:

- Mar. 3 PBIS: Alternatives to Suspension
- Mar. 10 PBIS: Family & Community Partnerships

Special Notes

- ❑ **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 on PD Planner for **Let's Give Them Something To Talk About: Using Student Conversation to Increase Student Achievement**, Hudson, Tuesday, Mar. 10, 4:30 p.m. and **Infusing Technology In Your Classroom**, Hudson, Tuesday, Mar. 24, 4:30 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.
- ❑ **Apply for a CEA Scholarship**—Do you have a child graduating high school? Applications are due no later than 4:30 p.m., Friday, Mar. 27. Applicants must be the children of a CEA or CEA-R member for their dependent(s) to be eligible. Download the application at <http://bit.ly/ceaspringschol2020>. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205.
- ❑ **The Capital Representative Assembly (RA) will be held Wednesday, Apr. 1, 2020**, at the STRS building, 2nd floor sublet meeting room, 275 East Broad Street. Registration begins at 4 p.m., and the RA starts at 5 p.m. Parking is available at the building. Alternates are welcome to attend the RA. **A key focal point of the Capital RA will be Spring Elections for Capital District President and Vice President.** CEA members may declare their candidacy through Mar. 30, 2020. Voting will take place during the Capital RA on Apr. 1. To download a declaration form, go to <https://bit.ly/2GvckUK>.
- ❑ **CEA Spring Elections:** The following positions will be filled: **CEA Vice President, Middle School Governor-At-Large, 2020 NEA Local Delegates, 2020 NEA State-At-Large Delegates, and 2020–21 OEA Delegates.** Voting will begin on **Tuesday, Mar. 3**, and will end on **Tuesday, Mar. 17.** Ballots will be collected and tallied by the Elections Committee on **Wednesday, Mar. 18.** The positions of CEA President and District Governors are not mentioned because they are running unopposed. Call or text Neil Moore, CEA Elections Secretary, at (614) 264-2188 with any questions.