

“Virtual Rally” for Public Schools: Mar. 18 at 3:30 p.m.

In response to the recent confirmation of coronavirus cases in Ohio, and Governor DeWine’s declaration of a public health emergency, OEA has adjusted their plans for the Rally for Public Schools on Mar. 18.



OEA will not be holding an in-person rally at the statehouse. Instead, they will be holding a “virtual rally” at 3:30 p.m. on Mar. 18 to kickoff two weeks of action in support of the students in our public schools. This teleconference will display the breadth of our public schools coalition, update attendees on the voucher crisis in our school districts, and engage activists in concrete next steps to protect public education. To *RSVP* for this event, go to <http://bit.ly/0318redford>.

10-Minute Meetings: Ready to take on Over-Testing

Sometimes it seems as if our union plays the role of a fire department, rushing from emergency to emergency to assist members. It’s true that this advocacy role will always be an important part of what we do. However, your CEA leadership is determined not just to tackle problems as they arise, but to actively organize towards our agenda; improving our careers, our district, and public education! That’s where your CEA Member Action Team comes in. Buildings all over the district are in the midst of 10-minute meetings asking members to take action on over-testing by signing a building-wide petition supporting our call for the board to pass the *Time to Teach, Time to Learn* resolution.

Our campaign will incorporate CEA’s organizing power in our buildings, our communities, online, and in person as we press the Board to join our call for a meaningful reduction in testing. Ultimately, it will take legislative action to see a true reduction in mandated standardized testing, but we know the power we have to build towards testing legislation will be greatly enhanced when the board of the largest school district in Ohio joins our call for *Time to Teach, Time to Learn!* We have both the opportunity and the obligation to harness the power of more than 4,000 CEA members to fight for the schools *#ColumbusStudentsDeserve*. We deserve the time to teach and our students deserve the time to learn!

Do you need to take leave?

We know that our members are on the front lines and are the first to take care of their students. However, we can’t forget the importance of taking care of ourselves and our families—and sometimes we need to miss work in order to do that.

Sick Leave Notification

When you need to take a sick day, you must enter your absence into SEMS and notify your administrator at least one hour and thirty minutes prior to your required arrival time. Your union suggests utilizing CCS email to notify your administrator.

If you have been absent on a Monday through Thursday, you are required to inform your principal or the secretary by 2 p.m. on the day before you wish you return. If you are absent on a Friday or the school day prior to starting a vacation and will not be returning to work on the next scheduled school day, you should let the principal or school secretary know by 2 p.m. that you will not be returning the next day.

Absences of 10 days or more

If your absence has been continuous in excess of 10 days, or is expected to be, then you will need to notify your administrator and submit the approved leave form, which can be downloaded

at <http://bit.ly/38lqIdU>. You will be required to be cleared by your physician and be cleared by the Board doctor before returning to work if your approved leave is for a personal illness.

Bereavement Leave

The *Master Agreement* allows bargaining unit members to take up to five consecutive days of sick leave for bereavement leave for the death of an immediate family member. Death in the immediate family is defined to mean the death of the mother, father, sister, brother, wife, husband, son, daughter, grandfather, grandmother, uncle, aunt, father-in-law, mother-in-law, grandson, granddaughter, son-in-law, daughter-in-law, brother-in-law, sister-in-law, legal guardian, foster or step-parents, or dependents of any teacher as defined by the IRS.

Family Medical Leave Act (FMLA)

The Family Medical Leave Act requires employers to provide eligible employees with up to 12 weeks of unpaid, job-protected leave for specified family and medical reasons. To be eligible for FMLA, you must have been employed with CCS for at least one year, must have worked at least 1,250 hours within the previous 12 month period, and must obtain approval for HR.

FMLA can be used in two different ways. Bargaining unit members can apply for “regular” FMLA and utilize the full 12 weeks in one continuous block of time. Additionally, bargaining unit members can also apply for “intermittent” FMLA and utilize the 12 weeks intermittently. Each type of FMLA requires a separate application and HR approval.

FMLA can be used in conjunction with paid and unpaid leave. Using FMLA during an unpaid leave requires the district to continue to pay for its share of a bargaining unit members’ health care premiums for the duration of the leave.

Want to Teach Summer School?

If you would like to teach summer school, now is the time to apply. Go to <http://columbus.k12.oh.us/summerschool> to find the online-only application. Eligible applicants must be a full-time certificated/licensed teacher in the district. Although there is no established deadline for completing the teacher summer school application, the goal is to finalize summer staffing prior to spring break. Selections will begin immediately and continue until all positions are filled. Selected teachers will receive a selection agreement by school mail that must be signed and returned.

LA 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 LA. **The next meeting**, which is a Faculty Representative Training, will be held **Thursday, Apr. 2, at 4:30 p.m.** at the **Columbus Downtown HS**. The following is a list of buildings/units that were represented at the Mar. 5 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Art, Arts Impact MS, Avalon ES, Avondale ES, Beechcroft HS, Berwick PreK–8, Binns ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Clinton ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus Global Acad. 6–12@Brookhaven, Columbus Scioto 6–12, Columbus Spanish Imm. K–6, Como ES,

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The CEA Master Agreement is set to expire in fewer than 884 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.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board failed to provide the sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes.	That the Board provide a sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes and that NO REPRI-SALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	Step II Hearing pending.
East Columbus ES Jamie Spreen	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of East Columbus ES, Jamie Spreen, failed to provide appropriate administrative support to the grievants in the discipline of their students.	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRI-SALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	Step 1 Hearing pending.

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Cranbrook ES, Devonshire ES, Eakin ES, East HS, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Georgian Heights ES, Gifted & Talented, Highland ES, 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, Linden Park ECE, Linden STEM Acad. PreK-6, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Music, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, Phys. Ed., Positive Behavior Intervention Support Coordinators, Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, South HS 7-12, Southwood K-6, Special Ed. Coordinators, Special Ed. Transition Coordinators, Special Needs Preschool@Linmoor, Speech & Language, Starling K-8, Stewart ES, Tutors, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West HS, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodward Park MS, and Yorktown MS.

Apply Now For CEA Mini-Grant

CEA Foundation Mini-Grants are members-only grants that support teaching and learning. 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. The original Spring application deadline of Mar. 13 has been extended to allow members more time to apply for these grants. 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)

Grants cover one academic year, and members are eligible to receive one Mini-Grant per year. These Mini-Grants are separate from the Teacher Dream Grant; all CEA Mini-Grants are funded completely through the CEA Foundation. Only CEA members are eligible to apply for the Mini-Grants. Members are strongly encouraged to think about innovative programs, units, and/or clubs they personally fund.

To retrieve the application form, go to the CEA website and click on the Forms/Resources tab. Scroll down to "CEA Foundation Mini-Grant," then click on the "Spring 2020 Application" link. Completed applications should be turned in to the CEA office no later than 4:30 p.m., Mar. 25, 2020.

Teachers' Dream Grant

The Teachers' Dream Grant is available again this year. Application information will be sent to buildings, and it will be communicated via the district's intranet and posted on the grants webpage and the district's website. This grant provides an opportunity for all teachers to apply for individual school-based grants from \$500-\$5,000 focusing on academic enrichment, increasing student achievement, closing the achievement gap, improving school/community relations, improving classroom learning climate and promoting social justice. This is an excellent opportunity for teachers to acquire resources to support innovative projects. The grant is to be submitted online by 4 p.m. on Apr. 24, 2020. For further information, see the district website or contact Andrea Richardson at (614) 365-5733. To submit your application go to <http://www.columbus.k12.oh.us/dreamgrant> and enter your ILEAD login name and password.

Special Notes

- ❑ The **Annual CEA Book Drive will run through Tuesday, Mar. 31**. 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. Books and entry forms for the VISA gift cards can be dropped off at the CEA office through **4:30 p.m., Thursday, Apr. 9**. Thank you, in advance, for your donation.
- ❑ **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. Go to <https://bit.ly/2GvckUK> to download a declaration form.
- ❑ **CEA Spring Elections:** The following positions will be filled: **CEA Vice President, Middle School Governor-At-Large, 2020 NEA Local Delegates, and 2020 NEA State-At-Large Delegates.** Voting will end **Tuesday, Mar. 17**. Ballots will be collected and tallied by the Elections Committee **Wednesday, Mar. 18**. The positions of CEA President and District Governors are not mentioned because they are running unopposed. Also, members that submitted a declaration to run for the 2020-2021 OEA Delegate position won by acclamation because the number of declarations submitted equaled the available positions. Call or text Neil Moore, CEA Elections Secretary, at (614) 264-2188 with any questions.