


## Message from the President

As you are aware, last week CEA filed a grievance regarding the district's unilateral implementation of virtual walkthroughs, observations, and post-conferences for the purpose of completing teacher evaluations. The crux of our grievance was that the district failed to bring the matter before the CEA-CCS Joint Evaluation Panel (JEP) as they are contractually obligated to do. We are pleased to report that following our level two grievance hearing, the District has agreed to sign a settlement agreement proposed by the Union. The grievance settlement includes the following provisions as recommended by CEA members of the JEP:

- The district acknowledges that decisions and actions of the board undertaken to implement the teacher evaluation process must be made through the JEP.
- The district will not conduct walkthroughs or observations in any manner other than in-person without the approval of the JEP.
- CEA members who have completed a virtual walk-through and/or observation since the COVID-19 closure began will be contacted individually and given the option of retaining or removing the virtual evaluation component from the ILEAD/eTPES system. If the member opts to have the virtual component removed, the ILEAD/eTPES system will reflect an inability to complete the evaluation process pursuant to recently passed HB 197 legislation.
- No member with an incomplete evaluation will suffer negative consequences as a result. The member will retain the final summative rating status from the 2018–2019 school year and will need to repeat the full evaluation cycle during the 2020–2021 school year.
- Post-conferences conducted virtually will remain in the system for the purpose of completing evaluations, provided they meet all other JEP standards for post-conferences.
- Any members who believe their virtual post-conference did not meet JEP standards may challenge their evaluation pursuant to Article 401.01(D) of the contract.

By utilizing the grievance procedure to enforce our contract, we are pleased to have reached a settlement that reaffirms the contractual obligations of the district while providing the option to members of safe harbor from any unfair virtual evaluation component. Even during this time of uncertainty, CEA will continue to defend the hard-won gains negotiated in the *Master Agreement* and protect our members. If you have questions related to this grievance settlement, or evaluations, please contact Teri Mullins at [tmullins@ceaohio.org](mailto:tmullins@ceaohio.org). The full text of the settlement can be viewed by going to the "Contract" section of the CEA website.

In Solidarity,

  
John Coneglio

## Evaluation Updates

On Thursday, Apr. 2, and Friday, Apr. 3, the ILEAD administrator sent out important information to your CCS email account. If you are impacted, you would have received one of the following email messages:

*We continue to follow ODE and legislative guidance on the evaluation process and will be able to move forward with reporting our Student Growth Measures and Performance on Standards information to the state through eTPES.*

*Due to the current situation, it is understandable that not all evaluations were completed. We will be able to indicate this to the state and be provided exemptions for COVID-19. As a result, educators who did not receive a completed evaluation due to COVID-19 will begin next year on the same evaluation cycle.*

### For teachers who have value added from last school year

*Teachers who have value added from last year will be able to have a completed Student Growth Measures component for 2019–2020. Since you have **value added**, this information will continue to be a part of your evaluation for this year.*

### For teachers who have value added from last school year and complete SLOs

*For teachers who cannot complete their Student Growth Measures/Student Learning Objectives (SLOs), their evaluation will reflect this in the system with no penalty. Their cycle will reset next year according to ODE guidelines. In most cases, the evaluation cycle for next year will be the same as where they began this year.*

- Teachers who have **value added** from last year and with **first semester** SLOs will be able to have a completed Student Growth Measures component.
- Teachers who have **value added** from last year and with **year-long** SLOs will have a completed Student Growth Measure, based entirely on value added.

### For teachers who only have SLOs for student growth measures

*For teachers who cannot complete their Student Growth Measures/Student Learning Objectives (SLOs), their evaluation will reflect this in the system with no penalty. Their cycle will reset next year according to ODE guidelines. In most cases, the evaluation cycle for next year will be the same as where they began this year.*

- Teachers with **first semester** SLOs will be able to have a completed Student Growth Measures component.
- Teachers with **year-long** SLOs will not have a completed Student Growth Measures component due to the inability to assess students and report data during the designated SLO window while schools have been physically closed.

### For Licensed Support Professionals (LSPs)

*Licensed Support Professionals (LSPs) who did not receive a completed evaluation due to COVID-19 will reflect this in the ILEAD system with no penalty and will begin next year on the same evaluation cycle as 2019–2020.*

### For School Counselors (OSCES)

*School Counselors who did not receive a completed evaluation due to COVID-19 will reflect this in the ILEAD and eTPES systems with no penalty and will begin next year on the same evaluation cycle as 2019–2020.*

In addition, an email was sent out to individuals who had a virtual walk through and/or observation completed after the Governor mandated the closure of school sites. More specific information is contained within the email.

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**The CEA Master Agreement is set to expire in fewer than 863 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
<b>South HS Edmund Baker</b>	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.
<b>CCS Administration</b>	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 REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	Step II Hearing pending.
<b>East Columbus ES Jamie Spreen</b>	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 REPRISALS 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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Members who received this email have the option of maintaining the virtual event(s) as part of their 2019-2020 evaluation or having it removed.

- If you would like to keep that virtual walk through and/or observation(s), do nothing.
- If you would like to have that virtual walk through and/or observation(s), you will need to complete the **ILEAD Evaluation Record Change Request Form** that was attached in the email and return that form to [ileadadmin@columbus.k12.oh.us](mailto:ileadadmin@columbus.k12.oh.us) by **11:59 p.m. on Apr. 7, 2020.**

If you have any questions, please contact Rhonda Rice ([rrice2924@columbus.k12.oh.us](mailto:rrice2924@columbus.k12.oh.us)) or Wendy Jones ([ileadadmin@columbus.k12.oh.us](mailto:ileadadmin@columbus.k12.oh.us)) from Professional Learning and Licensure. Teri Mullins from CEA is available to assist as well.

## 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., 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.

Despite the extended school closure, the District has confirmed that CEA Bargaining Unit members can continue to apply for the Teachers' Dream Grant *under the original deadline.*

## 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. The deadline for completed applications has been extended until further notice. Completed applications should be emailed to Kathy Wilkes at [wilkesk@ceaohio.org](mailto:wilkesk@ceaohio.org).

## Special Note

- ☐ **Apply for a CEA Scholarship**-Do you have a child graduating high school? In lieu of recent events the CEA Spring Scholarship deadline **has been extended until further notice.** 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>. If your application has been submitted you do not have to resubmit. We will continue to accept any documents that are required for your application. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205. If you have questions, contact Kathy Wilkes at [wilkesk@ceaohio.org](mailto:wilkesk@ceaohio.org).

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The Coronavirus (COVID-19) has placed us all in unprecedented and turbulent times. This reality is an entirely new experience for us and the uncertainty as to when it will be over is impossible to guess. While we can't be sure about many things, we can be very sure of one thing. You won't find another financial institution more determined than us to help you save money and improve your financial position. If this is an area of concern for you, please reach out to us. We may be able to restructure your existing debt to improve your cash flow, or assist you with a borrowing or investing need. You don't have to take on more debt to save money on what you already have. We invite you to see for yourself.

Nothing is more important to us than serving your financial best interests, and we hope you get through this time with little to no effect on your wallet. Depending on your situation, your work and pay may not be impacted at all. Some people may not be as lucky, and they will have to manage working fewer hours, or maybe being furloughed with reduced pay, or even no pay. If you find yourself worrying and stressing about your financial obligations, by all means, turn to us first.

*We have unique ways to help you during this challenging time and we invite you to call or visit us to review your specific needs.*

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Please do not hesitate to reach out if you need assistance. You can visit us online at [www.educu.org](http://www.educu.org), or you may call our Service Center Team at 614-221- 9376 or toll-free at 866-628-6446. We are committed to providing quality service, care, and attention to our members. **Be sure to mention you are with CEA!**

*We believe that our member's financial best interests come first...always.*

## CEA Office Contact Information

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