

Calamity Day Make-Up Plan

CEA Members,

At the Apr. 21 Columbus City Schools Board Meeting, several items related to the ongoing COVID-19 epidemic were addressed which have a direct impact on CEA members. Board members voted to approve an Amended Calamity Day Make-Up Plan, as well as related Grading Recommendation Guidance Documents for Third and Fourth Quarters (School Year 2019–2020) for each grade band level.

Calamity Day Make-Up Plan:

Ohio Revised Code requires that each Ohio school district annually adopt a plan to make up hours in that school year when it is necessary to close school. The law also requires that the plan must include the written consent of the teaching employees' bargaining representative (CEA). The previously adopted learning plan along with the new grading guidance documents detailed below, will meet the state's requirement to make up missed hours. This will take the place of traditional make-up plans for building closures due to heat, snow, etc...

Grading Recommendation Guidance Documents for Third and Fourth Quarters:

The district recently approached CEA with a grading plan which would (A) give students either a "pass" or "incomplete" grade for quarter four based upon completion of online work, and (B) allow students to make up incomplete online work until Sept. 15, 2020, with the option of changing a student's grade from "incomplete" to "pass." CEA immediately informed the district that, thanks to numerous provisions of the CEA-CCS 2019–2022 *Master Agreement* regarding grading, any such extension to the grading window must be negotiated.

Grading Recommendation Negotiations:

The resulting negotiations yielded a Memorandum of Understanding (MOU) between CEA and the district regarding teacher participation in the revised grading plan.

- 1) The parties agreed that students may submit work to their assigned 2019–2020 teacher of record until Sept. 15, 2020, with the opportunity to change "incomplete" grades issued at the traditional end of the fourth quarter.
- 2) If work is submitted after the traditional end of the fourth quarter, the teacher may grade the work on a strictly voluntary basis at the discretion of the teacher. Should the teacher volunteer to grade the work, the teacher will be compensated at their hourly rate for a minimum of ten hours, plus any additional hours worked as documented by a timesheet.
- 3) If a teacher wishes not to grade the work, or a teacher separates employment with the district or is otherwise unavailable, a principal or administrator may change the grade as long as they notify the teachers pursuant to Article 201.03 of the 2019–2022 *CEA-Board Master Agreement*.

The entire MOU as well as the other related documents are available for review on the CEA website in the "Contract" section alongside the other COVID-19 agreements at <http://www.ceaohio.org/cea-contract/>.

Moving Forward:

While we are pleased to have negotiated well-deserved first right of refusal and compensation for CEA members who choose to participate in the extended grading window, we recognize that there will be other, more specific questions related to the grading plan.

If You Have More Specific Questions:

- 1) First direct such questions to your supervisor in writing via District email.
- 2) If you do not receive an answer, or believe the answer you received violates the *CEA Master Agreement*, you may then contact your Faculty Representative or CEA Officers or CEA Staff Consultant.

Please note that we have and will continue to advocate for CEA members during these unprecedented times. Thank you once again for your service to students, our community, and each other!

In Solidarity,



John Coneglio, CEA President

ABCs Continue Virtually

As we all know, these last few weeks have been an extremely trying time. Distance teaching and learning is new for all of us. Many of us are struggling, with learning new platforms, new job expectations, increased workload, demands from principals, trying to work from home with many distractions, and educating our own children in some cases. However, despite these new challenges, the *CEA Master Agreement* and the recently negotiated Memorandum of Understanding are still in effect. These documents should be your guide to solving building level problems. We are asking teachers to send their ABC concerns to their Senior Faculty Representative so that the committee can hold a virtual ABC meeting. All bargaining unit members in each building are allowed to attend ABC meetings. Now, more than ever, you have the opportunity to attend your building's virtual ABC meeting. Senior Faculty Representatives should continue to forward ABC minutes to CEA Vice President Phil Hayes at hayesp@ceaohio.org.

CEA Nurses Called Up to Battle COVID-19 Epidemic in District and Beyond

Columbus City Schools Nurses, represented by CEA, are at the heart of district and statewide efforts to battle the spread of the dangerous COVID-19 epidemic. As part of the Ohio Medical Reserve Corps (OMRC), CEA nurses have already been called up to sort through donated personal protective equipment (PPE) to ensure effectiveness and assist with distribution to area hospital emergency rooms and intensive care units. Should Ohio experience a surge in cases, CEA nurses could find themselves called up to fill frontline hospital shifts to care for COVID-19 patients.

Jackie Broderick-Patton, CEA Nurse Senior Faculty Rep and 24-year RN, says, "I am proud of our nurses who are working hard to support and connect with families, students, and CCS staff. As members of the Franklin County Medical Reserve Corps, we are asked to volunteer in times of need. The OMRC is preparing for the potential surge in Ohio and has asked that we be ready to help. Our CCS Nurses are ready to answer that call because that is what we do!"

Within the district, the nurses are coordinating the drop-off



CEA Nurses Becky Kauffeld, Donica Key and Ginny Shaffer sorting donated PPE for area hospitals.

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The CEA Master Agreement is set to expire in fewer than 842 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 REPRISALS 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 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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of critical student medication left behind when school buildings were shut down in March and keeping in contact with CCS families. They have also trained OAPSE essential food service personnel on proper social distancing practices as they prepare and serve pick-up meals to Columbus students. Other district personnel have received similar training from nurses for the distribution of devices for students to access online learning platforms.

In addition to caring for students and families, and supporting their fellow medical professionals, CEA nurses are providing wellness resources for their own CCS colleagues during this stressful time. On Monday, Apr. 20, they launched Urban Zen Integrative Therapy Online, a 30-minute class where participants are guided through gentle mindful movements, restorative postures, body awareness meditation, and breath observation, on Zoom livestream. The class is open to all CEA members and district staff. More information can be found on the CCS Wellness website at ccsoh.us/site/default.aspx?PageID=7061.

Article 211 Update

Article 211 will resume virtually starting on Wednesday, Apr. 29, 2020 under the revised Article 211 Calendar. Go to <https://bit.ly/2wPalDY> to download the revised calendar.

If you were selected in Round 1 but were unable to sign a Selection Agreement form, the Selection Agreement form can now be signed electronically by utilizing Lotus Notes. If you have not yet signed a Selection Agreement form for Round 1, please contact your administrator.

Round 2 Postings will be accessible via the intranet and Internet. CEA bargaining unit members will receive an email notification which will include a link to the postings. Teachers must send a cover letter, résumé, and proof of certificate/licensure to the appropriate administrator and Senior Faculty Representative to apply by the communicated deadline on the Article 211 Calendar. (A list of Senior Faculty Representatives' CCS email addresses can be downloaded at <https://bit.ly/2yi0qN4>)

Interviews in Round 2 will be conducted virtually via Webex. Go to <https://bit.ly/2xrfxq> to download the Webex instructions. Note that interviews are confidential and recordings of Webex interviews are prohibited.

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 has been extended indefinitely.

- 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.

Special Notes

- ❑ **Fall Fee Waivers Applications Open**—The Fall 2020 Fee Waiver online application process is just around the corner. CEA members can access the online application from home using their CCS email username and password. Instructions on how to complete the online application from your home computer can be found at <http://bit.ly/2jhWSjd>. The online form will automatically send applicants a confirmation email once their application is submitted. The **application period opened on Monday Apr. 20, and will close at 11:59 p.m. on Friday, May 15**. If you have **Priority 1** or **Priority 2** status, be sure to upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation. Contact Sara Lowery at slowery@columbus.k12.oh.us if you have any questions.
- ❑ **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.
- ❑ **Teachers' Dream Grant Deadline Extended**—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. The **online-only** application deadline has been extended to **Friday, May 29, 2020, at 4 p.m.** 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.

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