

## Update to Members on CEA Election Process – A Message from the CEA Elections Chair

CEA Members,

As you know, at the time of the COVID-19 school shutdown, the CEA elections process was well underway. Some, but not all, CEA members had the opportunity to cast ballots for the positions of CEA Vice President, Middle School Governor At-Large, Local Delegates to the NEA Representative Assembly, and State At-Large Delegates to the NEA Representative Assembly.

Like so many other consequences of the pandemic, this interruption to the elections process was unprecedented. Your CEA Elections Committee was faced with the task of honoring our obligation (as detailed by Article VIII of the CEA Constitution and Bylaws) to conduct a fair and democratic election, while also protecting the safety of CEA members during the Governor's Stay-At-Home Executive Order. After consulting with our state affiliate, the Ohio Education Association, the elections committee has decided to invalidate all ballots cast prior to the COVID-19 shutdown and run a new, fully mail-ballot election conducted by a secure third party vendor; YesElections. Following the Election Committee's recommendations, these actions were approved by the CEA Board of Governors.

YesElections is a full-service election management company with more than a decade of experience. The company has been utilized by our union's state and national affiliates (OEA and NEA) and has administered complex elections throughout six continents with millions of votes processed annually. We have full confidence that during this challenging time that invalidating previously cast votes and utilizing a mail-ballot process through YesElections is the most secure, fair, and timely way to conduct CEA elections.

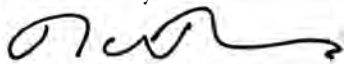
### Timeline

Mailout of ballots to the home address on file of all CEA members will begin on May 15, 2020. Voters will receive detailed instructions along with their ballots. May 28, 2020, will be the last day for receipt of ballot returns at the YesElections office and the close of the elections. On May 29, 2020, the results will be reported to CEA. It is important to reiterate that if you voted utilizing the traditional process prior to the COVID-19 shutdown, that ballot has been invalidated and you will need to cast a new ballot using the YesElections mail-ballot process.

### Questions

If you have additional questions or concerns about the 2020 CEA elections process contact me at [senyormoore@gmail.com](mailto:senyormoore@gmail.com).

In Solidarity,



Neil Moore  
Elections Chair  
Columbus Education Association

## Five Days of "Thank You"

Tuesday, May 5, is National Teacher Day. The entire week of May 4–8, National Teacher Appreciation Week, is sponsored by the National Education Association and the National PTA. Thousands of communities will take time to honor their local educators and acknowledge the contributions they make to our lives.

CEA recognizes the crucial role teachers play in making sure every child receives a quality public education and hopes administrators will take the time to convey to parents and the

community the hard work educators do each day to make public schools great for every child. Even teachers appreciate the teachers who helped shape their lives.

This year, each day of Teacher Appreciation Week will have a social media challenge or theme in which NEA and the National PTA want people to participate. The daily challenge can be found on NEA's 2020 Appreciation Week landing page: <http://www.nea.org/grants/teacherday.html>.

## National School Nurse Day

National School Nurse Day has been set aside to recognize school nurses since 1972 and to foster a better understanding of the role of school nurses in the educational setting. It is celebrated on the Wednesday within National Nurse Week.

School Nurse Day is a way to recognize the contributions to student health and learning that school nurses make everyday. School Nurses assist our students with being able to fully access their education because of interventions and actions performed every day. This year we celebrate National School Nurse Day on May 6, 2020.

A typical school nurse's schedule can encompass health care screenings, hearing and vision testing, dealing with home accidents, diseases such as diabetes and asthma, student obesity, special needs like tube-feeding, preventing the spread of disease through blood exposure, and the fallout from mental, emotional, and social problems including arranging for disadvantaged students to receive breakfast and clothing and even helping students cope who are homeless or whose parents are incarcerated.

For some students, the school nurse is the only health care professional they ever see. Their work is not confined to the nurse's office—they must also interact with other professionals such as teachers, doctors, child study teams, administrators, school counselors, coaches, parents, police officers, drug and substance abuse professionals, social workers, and other Education Support Professionals.

For those, and many other reasons, we celebrate our CEA school nurses!



## 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](mailto:hayesp@ceaohio.org)

Your Union would like to thank the following schools/units that have submitted ABC minutes since the extended closure began:  
**Devonshire ES, North Linden ES, Speech/Language, and West Broad ES.**

**The CEA Master Agreement is set to expire in fewer than 835 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.

## Article 211 Calendar

Friday	May 1	Draft Postings Sent to Administrators
Monday	May 4	Changes to Draft Postings due by 12 p.m.
Tuesday	May 5	<b>Round 2 Postings OPEN</b> [All known openings] by 3 p.m.
Friday	May 8	<b>Round 2 Postings CLOSE</b> Applications no longer accepted after 5 p.m.
Monday	May 11	<b>Round 2 Interviews Open Schools and Departments [All known openings]</b> <b>Interview Times are as follows:</b> <b>Elementary &amp; K-8 after 3 p.m.</b> <b>Middle &amp; High Schools after 1:30 p.m.</b>
Thursday	May 14	<b>Round 2 Interviews Close Schools and Departments</b> Selection Agreement Forms and Rosters sent by HR to Principals by 5 p.m.
Monday	May 18	All Round 2 School and Department Selection Agreement Forms due to Human Resources by 5 p.m.
Tuesday	May 19	All Round 2 School and Department roster changes must be resolved and sent back to Human Resources by 5 p.m.
Friday	May 22	<b>Virtual Job Fair 4:30 p.m. (complete instructions on virtual job fair process will be made readily available to participants)</b>

## Evaluation Appeals

The Joint Evaluation Panel (JEP) has approved an Appeals Process for the following:

- Educators that have an overall Final Summative Rating of “Ineffective”
- Educators that have an “Ineffective” performance rating
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error

Pursuant to the Evaluation Grievance Settlement, post-conferences conducted in a virtual manner after Mar. 13, 2020, may be used for the purposes of completing a bargaining unit member's evaluation. However, if a bargaining unit member believes that their post-conference did not meet JEP standards, they may file an appeal due to a procedural error.

The Evaluation Appeal Form will be available on the ILEAD website beginning Monday, May 11. To file an appeal, submit the completed form, along with all appropriate documentation, to Teri Mullins (tmullins@ceaohio.org) at CEA no later than 4:30 p.m., Friday, May 22. The Joint Evaluation Panel will review appeals the first week after school ends.

## 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.

## CEA Office Contact Information

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