

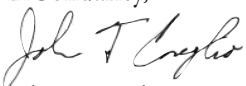
CEA Files Grievance and Demand to Bargain Regarding Mandatory Reporting Requirements

CEA members should be very familiar with the requirement to report suspected child abuse or neglect under Ohio Revised Code Section 2151.421. CCS also maintains both Board Policy and an Administrative Guideline incorporating these provisions. Until recently, the Board Policy and Administrative Guideline mirrored the requirement of the law: to report to a sworn member of law enforcement or the local Children's Services agency. Last month, members began to report to CEA that they were being asked to complete additional tasks when making a report. After inquiring, CEA was informed that the district made a significant revision to their Administrative Guideline regarding mandatory reporting (AG 8462). The revision now requires CEA members to make a report to both Children's Services *and* Law Enforcement (in fact, a specific phone number within the Columbus Police Department). This change, inclusive of the existing requirement to notify the building principal, means that bargaining unit members are now responsible for reporting to three separate entities and may find themselves involved in two separate investigations for which they may be asked to provide statements, documents, photos, etc. In addition, CEA was not informed by the district of this change before it was made in January 2020, as is required by Article 108.01 of our *Master Agreement*.

CEA immediately raised multiple serious concerns to district administrators. First and foremost, the law is designed to make reporting as easy as possible in order to protect children. We do not want added, burdensome reporting requirements (to multiple entities) to discourage members from reporting, nor do we want members subject to discipline for making a good faith effort to fulfill their mandatory reporting duty. Second, the district changed part of the Administrative Guideline, but did not change the Board Policy or other parts of the AG. This means that the new requirements are in direct conflict with both the Board Policy and the older parts of the AG. It's not clear how bargaining unit members or administrators should interpret these conflicting policy provisions. Finally, since a CEA member could be disciplined for failing to follow the AG, it is the position of the Association that the new district-wide requirement alters terms and conditions of employment and therefore must be bargained with CEA.

Unfortunately, despite multiple attempts at resolving the issue informally, the district was unwilling to rescind or modify the new requirements. In light of this decision, CEA has filed a grievance regarding the failure of the district to notify the union of the change as required and a formal demand to bargain over the AG revisions. Until these issues are addressed, please follow the new requirements by reporting suspected abuse and neglect to both Children's Services and the Columbus Police Department at (614) 645-4624, as well as notifying your principal. If you have specific questions, don't hesitate to contact CEA. We will continue to defend our hard-won *Master Agreement* and will keep you apprised as our grievance moves through the process and we receive the district's response to our demand to bargain.

In Solidarity,



John Coneglio
CEA President

Take Action: Urge Portman to Support Federal Education Funding

States around the nation are bracing for budget shortfalls due to the coronavirus health crisis. This week, Ohio proposed \$475 million of cuts in education funding (including over \$9 million in cuts to CCS) over the next two months, in anticipation of a revenue shortfall of more than \$2 billion in the fiscal year that ends in June. CEA and OEA are fighting to make sure education is a priority in local and state budgets, but it is clear that additional federal resources are needed to mitigate the loss of revenue.

Our national affiliate, the National Education Association, is working with congressional leaders to create a \$175 billion Education Stabilization Fund to support state and local education. These funds will help support the safety and well-being of students and educators and will require congressional legislation.

Senator Rob Portman (R) is a key player. He has already said that Ohio's local governments need federal aid. Please urge him and other members of the Ohio Congressional delegation to act now to provide that assistance and to include \$175 billion for state and local education in the next COVID-19 relief package. OEA has created a sample email and all that is required are a few minutes to fill in your contact information. Take action today at: <https://www.ohea.org/actions/action-alert-april-14/>.

CEA Student Engagement Survey Results

The Columbus Education Association, the union representing more than 4,000 education professionals in Columbus City Schools (CCS), released the results of a survey completed between April 10–April 15, 2020, by more than 2,200 CCS educators regarding student engagement in virtual learning during the ongoing COVID-19 school shutdown. Along with the results of a March 2020 CEA survey on student technology access and related issues, the data shows the extent to which existing equity and funding issues have been exposed by the COVID-19 epidemic.

"Everyone in our Columbus City Schools community; students, families, CEA members, district administrators, and our OAPSE sisters and brothers are all doing everything they can to keep learning going," said John Coneglio, CEA President, "but this data highlights the extent to which this epidemic has exposed the failure of our political leaders to address long-term societal equity and school funding issues that our CCS students disproportionately face."

According to respondents, only 54% of Columbus students have participated in online learning across all grade bands, with higher participation at the elementary level (65% participation) and lower participation at the middle and high school levels (51% and 49% percent respectively). The rate of participation was even lower for students in Special Education (46%) and English Language Learners (35%). When asked to provide reasons given by family members for non-participation of students amongst those who could be contacted, common answers included multiple students with only a single device, language barriers, health issues, homelessness, feeling overwhelmed, living away from home, and working parents unable to help during the day.

In an earlier March 2020 survey of CEA members, 68% of respondents estimated that 50% or fewer of their assigned students had regular Internet access at home. Nearly 60% of CEA members reported providing care for one or more minor family member of their own while continuing to work full time online.

"This epidemic has hit frontline essential workers and communities of color the hardest. In large part, these are our students' families," said Coneglio. "In addition, despite the heroic work of CEA members and other CCS employees, our

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 828 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.

Continued from Page 1

broken school funding model leaves districts like ours squeezed for resources for the students who need them the most. This unprecedented crisis has further exposed these fault lines and highlights the need to redouble our fight for educational equity and the schools Columbus students deserve.”

To view the CEA Survey Results, go to <http://www.ceahio.org/wp-content/uploads/2020/05/Student-Engagement-Survey-Final.pdf>.

CEA Spring Election is by Mail

Due to the COVID-19 school shutdown, at the request of the CEA Elections Committee and Elections Chair, and upon consultation with the Ohio Education Association, the CEA Board of Governors voted to invalidate the election. The Board also voted to run a new, fully mail-ballot election conducted by a secure third party vendor; YesElections.

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, invalidating previously cast votes and utilizing a mail-ballot process through YesElections is the most secure, fair, and timely way to conduct CEA elections.

The 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 30, 2020, will be the last day for receipt of ballot returns at the YesElections office and the close of the elections. On June 2, 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. If you have additional questions or concerns about the 2020 CEA elections process contact CEA Elections Chair Neil Moore at senyormoore@gmail.com.

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@ceahio.org

Your Union would like to thank the following schools/units that have submitted ABC minutes since the extended closure began: **A.G. Bell/Huy ES, Beechcroft HS, ECE, École Kenwood K-6, Maize ES, Parsons ES, and School Counselors.**

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@ceahio.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@ceahio.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

Continued on Page 3

automatically send applicants a confirmation email once their application is submitted. The **application period 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 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.

❑ **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 **End the Year on a High Note**, Online, May 12, 3:30 p.m. and **The Dangers of Social Media**, Online, May 13, 3:30 p.m. (links will be provided) Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

CEA Office Contact Information

- John Coneglio, Presidentconeglioj@ceaohio.org
- Phil Hayes, Vice Presidenthayesp@ceaohio.org
- Tai Hayden, Staff Consultant.....haydent@ceaohio.org
- Cindy Love, Staff Consultant.....lovec@ceaohio.org
- Teri Mullins, Staff Consultantmullinst@ceaohio.org
- Tom Busher, Budget Directorbushert@ceaohio.org
- Bob Hern, Membership.....hernb@ceaohio.org
- Dorothy Wilson, TLIwilsond@ceaohio.org
- Michelle Crouse, Administrative Assistantcrousem@ceaohio.org
- Kathy Wilkes, Administrative Assistantwilkesk@ceaohio.org