

SEL Virtual One-Day Summit

The Department of Equity Office of Social Emotional and Student Support Services cordially invites you to attend the first-ever District-wide Social Emotional Learning (SEL) Virtual One-Day Summit on Wednesday, June 9, 8 a.m.–3:30 p.m. The theme of the summit is **CCS SEL in Action!**

Participants will be able to select from 35+ breakout sessions to have the opportunity to learn evidence-based strategies from teachers, school counselors, school social workers, administrators, and community partners, in the **VARIOUS** areas of the CASEL SEL Competencies:

- Self-Awareness
 - Social Awareness
 - Self-Management
 - Relationship Skills
 - Responsible Decision Making

Strategies will include:

- SEL and how it connects to your personal and professional work
 - Blending SEL into the Academic and Unified Arts
 - Using Equity centered SEL practices
 - Trauma-informed and restorative practices
 - Mindfulness and more

Participants will earn 0.6 CEUs and have multiple opportunities throughout the day to receive amazing **FREE** resources.

Start your summer off the right way and register for the SEL Virtual Summit in the PDS by entering the course number (41484) into the search bar under the Course tab in the title bar <https://ccsoh.truenorthlogic.com>.

Go to <https://ccsoh.instructure.com/courses/33915> to preview the schedule.

signed contract to contractquestions@columbus.k12.oh.us by either scanning the document or taking a picture and attaching to their district email. Teachers will be advised that they need to return the contracts within one week to ensure that all contracts are submitted by deadline, June 4, 2021. **Salary notices do not require a signature, nor do they need to be returned.**

Frequently Asked Questions

- Where should questions be directed?
 - For the quickest response, direct all questions to contractquestions@columbus.k12.oh.us.
 - What if a specific teacher didn't receive a contract?
 - The teacher may be on a continuing contract and therefore will receive a salary notice which does not require a signature and does not need to be submitted to the District.
 - The teacher has not completed the requirements for renewing their license so we are unable to renew their contract at this time.
 - The teacher is on a leave of absence and will receive their contract when they return to work.

Recess? When?

Don't forget to determine your school's recess policy. This must occur following spring break and before the last teacher workday of the year. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day.

This vote should take place no later than the second teacher workday of the school year. The Master Agreement requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily.

A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school's recesses—our students need them. For full information, refer to Section 302.05 of the *Master Agreement*.

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 following is a list of buildings/units that were represented at the May 20 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Beatty Park ES, Beechcroft HS, Berwick PreK–8, Binns ES, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus City Schools Digital Academy, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6–12@Brookhaven, Columbus North

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Legislative Watch

OEA

OHIO EDUCATION ASSOCIATION

OEA Testifies on ADC Release Bill

SB 165 (R-Manning) establishes a process by which a school district subject to Ohio's state takeover law would be returned to local control while implementing an academic improvement plan approved by the state. At this time, the bill only applies to Lorain City Schools.

In testimony before the Senate Education Committee on May 28, 2021, OEA President Scott DiMauro urged the Senate Education Committee to include Youngstown and East Cleveland City Schools in the bill. The OEA Interested Party testimony can be viewed at <https://bit.ly/3i0BcaJ>.

Contract & Salary Notice Delivery

Human Resources will be distributing the 2021–2022 teacher contracts and salary notices next week. Note that contracts will require a teacher signature; **salary notices do not require a signature**. Both contracts and salary notices will be delivered to individual teachers via their Columbus City Schools email account.

Process Details

- Contracts will be sent from contractquestions@columbus.k12.oh.us to individual teachers via email
 - Contract Distribution Date: **May 24, 2021**
 - Submission Deadline: **June 4, 2021**

Teacher Responsibility

Each teacher will be responsible for printing, signing, and submitting his/her own contract. They will need to return the

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
Edmund Baker South HS	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	<p>The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2019-2022 CEA-CCS Master Agreement, including but not limited to Articles 201.03 and 210.03, when Director of Employee Relations John Dean, acting in his capacity as agent of the board, informed the Association via email that it would unilaterally implement a revised elementary grading policy which directed teachers to provide opportunities to improve students’ final quarter grades and reopened the elementary grading window for the first quarter.</p> <p>On or about January 20, 2021, the Association was made aware of the implementation of this revised elementary grading guidance via email. The email from the Director of Employee Relations reads, in relevant part: “After review of your position, the District has decided to move forward with the implementation plan as presented to you last week without additional modification. Additionally, we decline to make the guidance optional.”</p> <p>Article 201.03 of the 2019-2022 CEA-CCS Master Agreement reads: “In the event the school administrator changes a student’s nine-week grade, the administrator will, as promptly as practical, notify the teacher who gave the original grade. In the event the school administrator changes a student’s final grade, the administrator will initial and date such change and, as promptly as practical, notify the teacher who gave the original grade.”</p> <p>Article 210.03 of the 2019-2022 CEA-CCS Master Agreement reads, in relevant part: “For grades Pre–Kindergarten through grade five (5): a. The grade entry window shall be open beginning twenty (20) school days before the end of each grading period and ending the day prior to distribution of grade reports. 3. All teachers shall have final student grades entered into the electronic grading system in accordance with the grade mark entry schedule.”</p>	The association requests that the grievant(s) be made whole in every way, including but not limited to the following: For each impacted bargaining unit member, the Board shall provide the hourly equivalent of two (2) contractual work days of unassigned time, free of duty, during the regular school calendar for the completion of work which was not completed due to the Board’s violation of the Master Agreement. The Board shall comply with articles 201.03 and 210.03 of the Master Agreement.	<p>Article 210.03-The CEA Representative is correct that the grading window was open to allow the teachers the ability to enter the updated grades. However, this action is not prohibited by the Master Agreement between CEA/CCS. This action is not a violation of contract and does not prohibit Management from reopening the window to facilitate student support.</p> <p>The agreed upon MOU indicates that teachers will communicate to ensure student success. The grade change was not included in the MOU. Furthermore, nothing in the Master Agreement prohibits that grading guidelines violate the contract.</p> <p>201.03-Is a notification provision and there is no pre-emption of grade change process. There is nothing in this article that restricts outreach efforts. These efforts can provide opportunities for student success.</p> <p>Relief Requested. In lieu of the above, there is no evidence to support the Union claims that Management was in violation of the Master Agreement or Article 201.03 and 210.03.</p> <p>The CEA Board of Governors has voted to send this grievance to arbitration.</p>

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International HS 7–12, Columbus Scioto 6–12, Columbus Spanish Imm. K–6, Cranbrook ES, Devonshire ES, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K–6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K–6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Highland ES, Hilltonia MS, 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 Intervention Center, Leawood ES, Liberty ES, Lincoln Park K–6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK–6, Linden-McKinley STEM 7–12, Livingston K–6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K–6, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, Ridgeview MS, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, South HS 7–12, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling K–8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS.

Personal Learning Workshops from NEA Member Benefits!

Join us the month of June and learn more about several topics designed to make members’ lives better.

No pre-registration required—we don’t want you to feel reluctant to commit since life can get in the way. If you are interested and available, just join the Zoom call on that day and time.

A variety of times and topics



are planned. If there is something you’re interested in that isn’t currently planned, let us know and we will work to plan something next month.

Presentations will not be recorded due to varying state laws around recording conversations and consent. However, upon request, we can send you a pdf file of the slides shared and any supplemental materials.

Mark your calendar & come join us...and tell a friend, too!

TOPICS, TIMES, AND LINKS

Liar, Liar; Pants on Fire: Strategies to avoid or overcome identity theft and fraud.

June 7 @ 12 noon & June 28 @ 1 p.m. Use this link for either date: <https://bit.ly/3bBxFM6>

Achieving the American Dream: Becoming a First-time Homeowner.

June 7 @ 2 p.m. & June 29 @ 3 p.m. Use this link for either date: <https://bit.ly/33RtcR8>

Extra Credit: All You Need to Know about Your Credit Report and Improving Your Score.

June 8 @ 11 a.m. & June 29 @ 12 noon. Use this link for either date: <https://bit.ly/2QrVxua>

Student Loans and Loan Forgiveness

June 8 @ 2 p.m., June 22 @ 10 a.m. & June 30 @ 1 p.m. Use this link for any of these dates: <https://bit.ly/3fynfya>

What I Want My Loved Ones to Know: A look at Life and Family Preparedness

June 16 @ 11 a.m. & June 21 @ 4 p.m. Use this link for either date: <https://bit.ly/3whfRxA>

Who’s Got Time for a Breakdown: Strategies to Reduce Stress in Lives of Education Employees.

June 16 @ 2 p.m. & June 28 @ 10 a.m. Use this link for either date: <https://bit.ly/3bxJjr9>

Getting the Most for Your Dues Dollars: An Overview of Ways to Save more than Dues!

June 21 @ 1 p.m. & June 22 @ 2 p.m. Use this link for either date: <https://bit.ly/2Rt6s7t>

When Can I Afford to Retire or Will I Just Die at My Desk?

June 15 @ 3 p.m. Use this link: <https://bit.ly/3fufDfQ>

Reminder: Unified Arts Room Repurposing

CEA Faculty Representatives and members who teach art or music should know and utilize their newly won rights to help protect their teaching spaces! New language added to the *2019–2022 CEA Master Agreement* creates a process for any building where administration is considering “repurposing” an existing art or music room. The process includes the following steps:

1. Notice: Your administrator must provide written notice to the building Senior Faculty Representative for that building at least seven days before the proposed repurposing.
2. Meeting: A meeting of the Association Building Council must be convened within a week (after the written notice) for the specific purpose of CEA presenting alternative space allocation plans.
3. Reconsideration: If a space is repurposed anyway, the Association Building Council must discuss by the end of the school year the use of that instructional space for the following school year.

While administration can still repurpose art and music space over your objections, this new language is your opportunity to work together and present alternative plans, and also to document your objections to losing your space and revisit the decision for the following year. It is also CEA’s opportunity to collect documentation of this issue ahead of next year’s negotiations. If you have any questions, please refer to Article 206.14 of the *Master Agreement* or contact the CEA Office.

Ohio’s Broken School Funding System

Twenty-four years after the state supreme court found Ohio’s school funding system unconstitutional in the first DeRolph vs. State of Ohio decision, Ohio’s students are still waiting for lawmakers to address the major shortcomings of Ohio’s school funding system. The current school funding formula does not provide adequate funding nor is it driven by what constitutes a high-quality education. It forces communities to choose: More property taxes or fewer opportunities for their kids.

OEA believes that Ohio must enact a student-centered formula that is both predictable and ensures that all students have the resources to succeed regardless of where they live or their family’s income. Additionally, the school funding formula should directly fund vouchers and charter schools rather than using deductions from the funding of local public schools.

The Fair School Funding Plan is the Solution

House Speaker Bob Cupp’s Fair School Funding Plan represents years of work by legislators, local school leaders, and education finance experts to craft meaningful alternatives to the current way Ohio funds education. It seeks to base funding on what students need based on the actual cost of providing a high-quality education, while reducing the need for frequent property tax increases.

The Fair School Funding Plan passed the Ohio House with overwhelming bi-partisan support at the end of 2020, but the Senate failed to consider the bill before the legislative session ended. Speaker Cupp has re-introduced the Fair School Funding Plan as House Bill 1 this session, marking its place as his top priority.

The future of this critical bill lies in the hands of your State Senator. Go to <https://bit.ly/3budiQO> to send a letter and urge legislators to fix school funding now!

OEA Minority Leadership Training Program Running for Office: Love, Language, and Leadership

The OEA Minority Leadership Training Program (MLTP) provides participants, particularly OEA members of color, with the knowledge and skills necessary to successfully serve as leaders at all levels of the Association—local, district, state and national. The program includes leadership development experiences and support throughout the year to develop each participant’s ability



to match their leadership interests with leadership opportunities to positively impact OEA’s growth as an inclusive and diverse organization.

Agenda: Saturday, June 19, 2021 (Virtual Session) 9 a.m.–12 p.m.

9 a.m. 9:15 a.m.	Welcome/Remarks
9:15 a.m. 10:40 a.m.	Running for Office: Who? What? When? Where? and How? Are you thinking about running for office? Participants in this session will learn the logistics of starting a campaign for an Association position at the Local, District, State, and National levels. We will explore the following concepts: <ul style="list-style-type: none">• Getting Started• Roles and Responsibilities of Elected Leaders• Local, District, State and National Leadership Roles and Opportunities• Having an Impact and Making a Difference• What it Takes (willingness) to Win• Election Process and Timelines• And more... Are you ready to expand your leadership Influence? Join us to find your path forward in the Association.
10:45 a.m. 11:20 a.m.	Self-Care Lessons for Leaders Secure your oxygen mask before assisting others. Participants will examine the impact of self-care and its relationship to helping others.
11:20 a.m. 11:55 a.m.	Unconference The OEA MLTP Unconference is an informal experience to exchange information and ideas about leadership in the association.
11:55 a.m. 12 p.m.	Closing/Adjourn

To register visit: <https://bit.ly/2RpQN8I>. For questions or additional information, contact: Demetrice Davis at davisdem@ohea.org.

Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don’t refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn’t or can’t.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.
- You have the right to the representative of your choice, not your principal’s choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don’t feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the *CEA Master Agreement*.



Please make a Donation to the Catastrophic Sick Leave Bank

The following members have been approved for **Catastrophic Leave** and are in need of donated days:

Maggie A. Ananou	Columbus North International
Renée Castorano	Wedgewood MS
Sharon Cullman	Clinton ES
Michelle A. Innis-Dorsey	Duxberry Park ES
Faye Love	East Linden ES
Cindy Meister	Clinton ES
Akia Scruggs	Briggs HS
Kelle Tarby	Westmoor MS

To donate, enter your name at the top of the CCS “Report of Employee Absence” form. In the *Comments* section, write the words, **Catastrophic Sick Leave Donation**. Be sure that you *and* your principal or supervisor sign the form. Indicate on the form to whom you are donating the sick time.

Update: OTES 2.0

Next school year, our district’s teacher evaluation process will transition to OTES 2.0. This new framework is no longer a 50/50 split between Teacher Performance and Student Growth Measures (it is fully based on Teacher Performance).

Professional Learning & Licensure is partnering with ODE to offer several opportunities for new learning. The purpose of this 1.5 hour session is to provide an overview of the Ohio Teacher Evaluation System 2.0 (OTES 2.0). The OTES 2.0 Overview session is intended for those impacted by changes in legislation which prompted the revision of the current OTES, those being evaluated as licensed educators. Participants will gain a better understanding of Ohio’s transition from OTES 1.0 to OTES 2.0, shifts in focus throughout the evaluation system, and prompt future conversations about how to implement the evaluation system as a true professional growth model.

Objectives:

- By the end of the session, participants will:
1. Meaningfully engage with information concerning the transition to the Ohio Teacher Evaluation System 2.0.
 2. Examine the legislation, framework, and model information that comprise the Ohio Teacher Evaluation System 2.0.
- Register for a session and learn more about OTES 2.0, go to <https://ccsoh.truenorthlogic.com> (Course Number: **41302**). Remember to scroll down and click on “view all sections” in the bottom right hand corner to see all eight options. These sessions will be through Zoom and you will receive the link and any training materials the day before your session. Below are the dates and times for the overview sessions:

June 15	10–11:30 a.m.
June 16	2–3:30 p.m.
July 21	4–5:30 p.m.
July 22	4–5:30 p.m.
August 10	4–5:30 p.m.
August 13	10–11:30 a.m.

Contact **Wendy Jones** at ileadadmin@columbus.k12.oh.us. if you have questions.

Take the Facility Master Plan Survey

Columbus City Schools is seeking your input. Help shape the future of the District’s facilities. Our Facilities Master Plan (FMP) committee is hosting several community conversations and you’re invited to participate.

Columbus City Schools is beginning a year-long FMP process in which community input is vitally important. They are starting by conducting Regional Community Conversations, which will be led by community volunteers and are open to the public to participate.

To sign up for a Regional Community Conversation, go to <https://forms.gle/KYxxyjRPfn8dS3cCA> and submit your initial feedback on the state of the District’s school facilities. Ultimately, the year-long process will result in a comprehensive District Facility Master Plan.

Remote-In/Simultaneous Instruction

During negotiations for our comprehensive 2020–2021 School Year Memorandum of Understanding, the District’s bargaining team brought to the table a proposal that a large group of CEA bargaining unit members would be required to instruct in-person and virtual students simultaneously using “remote-in” technology.

Your CEA bargaining team was unequivocal in its response. *Except in extremely limited circumstances, the proposal was a non-starter.*

Educators responsible for the supervision and education of both in-person and remote students at the same time incur significant risk to their licensure and careers. We reminded the Board’s team that during these very negotiations, over 600 teachers in neighboring Gahanna made the difficult decision to go on strike in the middle of a global pandemic over this very issue, ultimately forcing that district to drop the requirement.

Your CEA team was successful in limiting so-called “remote-in” instruction to the following situations (Blended Learning Model, Content Area Teachers, Paragraph #4): *“Special identified student populations (AP, IB, CCP, Career Center) may fall outside of these asynchronous minute requirements if teachers, in their professional judgment, choose to provide live instruction at their sole discretion to students who are remote or if the teachers must provide live instruction to certain students who are remote if deemed an appropriate accommodation as the result of a 504 or IEP team meeting, due process or mediation case.”*

- This language is followed by an entire paragraph of agreed-upon protections for members in these narrow categories. To be crystal clear:
1. The ONLY CEA bargaining unit members who can be directed to provide simultaneous remote-in instruction are those with remote students for whom remote-in instruction has been deemed an appropriate accommodation as the result of a 504 or IEP team meeting, due process or mediation case.
 2. The ONLY CEA bargaining unit members who may choose, at their sole discretion, to provide remote-in instruction are those with AP, IB, CCP, or Career Center students.

We understand the desire of some members to provide extra “live” instruction to their remote students. However, these negotiated limitations are for the protection of your licensure and career.

We are also receiving reports that some administrators are directing, encouraging, suggesting, pressuring, or implying that other CEA bargaining unit members must provide remote-in instruction.

This is unacceptable.

A directive to provide remote-in instruction is a change in your working conditions that must be bargained pursuant to Ohio Revised Code 4117. Outside of the narrow categories detailed above, no such agreement has been reached between CEA and CCS. A directive to other bargaining unit members to provide remote-in instruction will result not only in a grievance being filed for violation of the MOU, but potentially an Unfair Labor Practice charge being filed with the State Employment Relations Board for a unilateral change in working conditions.

If you have any questions do not hesitate to contact CEA.

Special Notes

- ☐ **PBIS FRIDAY LIVE!:** Every Friday the District PBIS Coordinators present fifteen minutes of **SEL Connections and PBIS Quick Tips**. These are a great opportunity to connect with other staff, practice self-care, and start your Friday in a positive and calm way. **All staff are welcome.** Join us on **Fridays from 8–8:15 a.m.** Questions? Contact **Jacquie Pencek**, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us. Go to <https://ccsoh-us.zoom.us/j/3059377463> to participate.
- ☐ **CEA Needs Your Personal Contact Info:** We

need your **personal** (*non-CCS*) email address and your **cell phone number** so we can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the *CEA Voice*. If you are not receiving messages from CEA, send an email with your contact information to Kathy Wilkes at wilkesk@ceaohio.org.

**Asking for Assistance is not a weakness.
Contact EAP for help.**

From time to time, we all feel stressed out. One of your negotiated benefits is the **Employee Assistance Program**, (EAP). Get help, **at no cost to you**, for confidential and private counseling services.

The program is run by ComPsych. Referrals include free, short-term counseling for a variety of issues. Call **800-774-6420** or go to www.guidanceresources.com. Use “CCS” as the company ID to register.



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Equal Credit Opportunity Lender / NMLS #811029 (used Mar. 22, 2021)



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www.ceaohio.org/cea-contract/

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CALC05041310 Exclusions apply. See website for complete details.



Have a Great Summer Break!

From: John, Phil, Teri, Tai, Cindy, Brittany, Tom, Dorothy, Kathy, Michelle, Jeremy, Bob and Jeff

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