

Open Enrollment — It's Required

During Open Enrollment (Oct. 10–28), all benefits-eligible bargaining unit members must do one of the following:

1. Reconfirm any current benefit elections
2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.)
3. Waive coverage

Employee Self Service (ESS) will be used for the 2023 enrollment process. Make sure you are able to log on to ESS PRIOR to the start of Open Enrollment. Benefit choices made during Open Enrollment will be effective Jan. 1, 2023.

This year's Open Enrollment is completely virtual. To participate in Open Enrollment, benefits-eligible bargaining unit members can:

1. Log into ESS to make your elections for core benefits (Medical, Dental, Vision, FSA and Life), you do not need a counselor.
2. If you do need support with making your elections through ESS, meet online with a Benefits Counselor in a cobrowsing session. Visit <https://bit.ly/3SH9YVE> to schedule your call center enrollment meeting ahead of time, or call 800-735-0080. Appointments will be available Monday–Friday from 8 a.m.–4:30 p.m. You must be able to access ESS and join the Benefits Counselor on a computer with the ability to print your confirmation statement. You will be responsible for entering your information into ESS with Counselor assistance.
3. Use ESS to confirm, change or waive your benefit elections. CCS must report health care coverage information for its employees and their dependents to the federal government. Verify that the Social Security numbers entered into ESS for you and your dependents are correct. * Note that if you are enrolling a new dependent, you will need to verify their eligibility. Please be on the lookout for communication from BMI, the District's dependent verification administrator.
4. You must meet with a Benefits Counselor online or over the phone to make or change elections for your Voluntary Benefits which include: Life Insurance with Long Term Care Benefits, Short Term Disability, Critical Illness Insurance, Accident Insurance, Pet Insurance, and Term Life Insurance. If you wish to terminate any of your Voluntary Benefits, you must contact your Voluntary Benefits provider to notify them of your cancellation. If you have questions regarding the Open Enrollment Process, contact CCS Benefits Department at (614) 365-6475.

Know Your New Contract: Calamity Days and Remote Learning

This past spring at the bargaining table, the Board put forth a proposal, that, if agreed to by your Union would have eliminated calamity days. Their proposal would have required CEA members to work during any calamity days at the district or building level. The first calamity day of each semester would have been a planning day from home, the second calamity day would have required a "synchronous check-in" from home, and asynchronous activities. Starting with the third calamity day in a semester, CEA members would have been required to

Columbus
Education
Association

cea

Master
Agreement
2022–2025

travel to their work location to provide synchronous remote learning. The Board's refusal to move on this proposal was one of the ten outstanding items that contributed to an overwhelming vote of our members to strike.

As a direct result of our historic three-day strike, we were able to beat back the Board's proposal and secure the first-ever language on calamity days in our contract. CEA negotiated, and the Board agreed to treat all calamity days at the building level as standard calamity days—CEA members cannot be required to complete Board work during those days.

At the District level only, the first district-wide (remote) calamity day of each semester will be a planning day from home; there is no requirement for CEA members to provide instruction on that day. On subsequent (remote) calamity days during that semester, CEA members are required to provide asynchronous work for students. Providing synchronous instruction during (remote) calamity days cannot be required, and CEA members are not required to report to their work locations on those days.

Fall Fling: Be There on October 7!

Everyone needs to attend the CEA Fall Fling this year. Join us Friday, Oct. 7, from 4–8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 300 new members this school year. Help them celebrate their new endeavor and welcome them to the CEA family. Our annual party features music, great food, and prizes. Get to know your colleagues. Meet candidates for public office and local elected officials. Admission is free. Beer and wine: just \$2. If you can volunteer to assist at the party, contact Teri Mullins at mullinst@ceaohio.org.



Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2022–2023 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, you must submit the notice of retirement to Human Resources no later than Tuesday, Nov. 1. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. Go to <https://www.ccsok.us/Page/2340> to download retirement information or access the Google form to submit notification of retirement to Human Resources. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. **This benefit is for our members with children who are college seniors.** The fund provides \$2,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2022–June 2023 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. To download the application, go to <https://bit.ly/3KRu2C0>. The deadline is 4 p.m., Friday, Oct. 14. If you have questions, call Kathy Wilkes at (614) 253-4731.

Have You Formed Your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 1,059 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 regularly inform you of the grievances on which CEA is working. To review the text of each grievance in its entirety, go to <https://bit.ly/3Str7m7>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the Board/Administration directed principals to reassign...	The grievants shall be made whole in every way, including but not limited to the following: The Board shall immediately follow the proper procedure for classroom reassignment of students from elementary bargaining unit members without a...	The CEA Board of Governors voted to advance this grievance to arbitration.
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative...	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...	Step 2 hearing held. Awaiting response.
Marion-Franklin HS Lucas Cech	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master agreement when the principal...	The grievant shall be made whole by immediately ceasing direct, verbal criticism in front of students and other staff members; that the extreme and/or repeated verbal abuse (in front of students and other staff members) immediately cease;...	Based on the information presented at the Step 2 grievance hearing which included review...
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Professional Learning and Licensure Teacher on Special Assignment (TOSA) positions will be immediately restored to the CEA bargaining unit...	Arbitration hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Project Connect positions will be immediately restored to the CEA bargaining unit. Grievants shall be made whole, with interest for any loss of pay...	Arbitration hearing pending.
CCS Administration	As of the date of filing of this grievance, June 27, 2022, CEA bargaining unit Members with the job title of "Tutor" as defined by Article 1001, have not received...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members with the job title of "Tutor" as defined in Article 1001 of the Master Agreement...	Step 2 hearing held. Awaiting decision.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration failed to pay bargaining unit members their perfect attendance...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members who are to be paid the perfect attendance stipend shall receive their stipend prior to the...	Step 2 hearing held. Awaiting response.

Continued from Page 1

group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your *CEA Master Agreement* (Article 202.01). Here are the basics:

- The ABC consists of the building's Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
- All CEA bargaining unit members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.
- Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceaohio.org and your CEA District Governor.

Professional Leave

There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop.

Forms to apply for professional leave are available in the "Forms" section of the CEA website or the CCS Intranet, along with the full leave guidelines and the deadline schedule for applications based on the activity date.

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. Any CEA member is welcome to attend the LA. The next meeting will be held Oct. 6, 4:30 p.m. The following is a list of buildings/units that were represented at the Sept. 15 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus North International HS, Columbus Online Academy 9-12, Columbus Online Academy K-8, Como ES, Devonshire ES, Duxberry Park ES, Eakin ES, East HS, 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, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard

Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden-McKinley STEM 7-12, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, NPSS Tutors, Nurses, Oakland Park ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, Part-Time Intervention Specialists, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Workers, South Mifflin STEM Acad PreK-6, Southland, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Student Support Center, Sullivant ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodcrest ES, Woodward Park MS, World Language MS, and Yorktown MS.

Special Notes

- The following elected positions will be filled in the **2022-2023 Special Fall Election: OEA Delegates, District 1 Governor, and District 4 Governor. The declaration period begins Monday, Oct. 3.** Declaration forms will be available for download on the CEA website. Declaration forms may also be obtained by contacting Michelle Crouse (crousem@ceaohio.org). **Declaration forms must be received by the CEA office by 4:30 p.m., Friday, Oct. 14. Ballots will be sent to building SFRs by Oct. 28. The voting window begins Tuesday, Nov. 1, and ends Thursday, Nov. 15.** Members of the **Elections Committee will collect ballots** for tally **Friday, Nov. 16.** Call **Elections Chair Brittany Pierce** at (440) 225-2631 with any questions.
- 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.
- Education First Credit Union** exists solely to serve our member-owners. You'll benefit from fewer and lower fees, lower loan rates, and higher deposit rates. Open your account today! Go to <https://www.educu.org/join-today/>.

We have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate, and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

**CEA Pre-Paid Legal Services Plan
OEA/NEA Attorney Referral Program**



**Cloppert Latanick
Sauter & Washburn**

(614) 461-4455
www.cloppertlaw.com

Contact us today and allow our experience to work for you.