



This section
of
the
CEA Voice
was left
intentionally
blank because
it contains a
political
endorsement.

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 Art. 404 of the *CEA Master Agreement*.

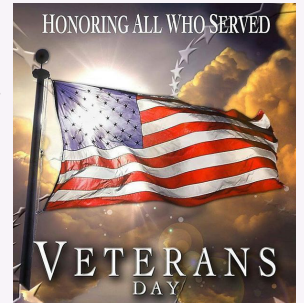
The November General Election is Almost Here

There are many local races that matter. For our Union, none is more crucial than Issue 11, the CCS Levy. The Membership Action Team (MAT) will be hosting a canvass event in the voter-dense Clintonville neighborhood. Join the MAT Team on Saturday, Nov. 4 from 10 a.m. to 12 p.m. We'll meet at the **Iron Grill BBQ & Brew** (5295 N. High St.) and disperse from there to knock on doors and encourage folks to vote "YES" on the levy. Go to <https://bit.ly/cea23canvas> to sign up.

Honoring Our Veterans

On November 11, we honor America's veterans for their patriotism and love of country. Join CEA in honoring our members who have served in the U.S. Armed Forces.

When you see them, tell them how much you appreciate their service and the sacrifices they have made. We want to recognize the veterans among our CEA ranks. **To be recognized, submit your name and service to hernb@ceaohio.org. Please respond quickly to be included in the Nov. 6 issue of the *CEA Voice*.**



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



It's Time for Spring 2024 Fee Waivers

The online application period is open and will close on Nov. 16, 2023, at 11:59 p.m. Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. The online form will automatically send you a confirmation email once your application is submitted. Go to: <http://bit.ly/2jhWSjd> to complete the online application. If you have **Priority I or Priority II status**, 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. Go to <https://www.csoh.us/Page/4815> for assistance with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance.

Fight Flu and Earn a Gift Card from Wellness!

There are on-site flu shot clinics happening at several CCS locations. To see if there is a CCS flu shot clinic at your building, visit <https://www.csoh.us/Page/5887> or ask your school nurse.

Staff who receive a flu shot before Dec. 31 will earn a \$25 gift card. After you receive your flu shot, visit the Flu Shot Information tab on the Wellness website and fill out the flu shot form. You do not need to receive your flu shot at a CCS location in order to be eligible for the gift card. Questions? Email wellness@columbus.k12.oh.us.



Grievance Update

CEA works 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 grievances we are working to resolve. To view each grievance in its entirety, go to <https://bit.ly/46H0L7L>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the grievant to repeated and/or extreme verbal abuse in...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control such behavior in...	Awaiting Step 2 hearing.
CCS Administration	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when it was determined that their...	Both grievants shall be made whole by immediate repayment of the classroom reassignment pay that has been calculated, plus 5% interest compounded annually; and that NO REPRISALS be taken against the...	Step 2 hearing denied. Awaiting vote from Board of Governors to go the arbitration.
Salem ES Nikki Myers	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Salem ES, Nikki Myers, subjected the grievant to direct verbal criticism/extreme...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control...	Based on the information presented at the Step II hearing, the Hearing Officer's...
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally altered the start and end times of the school day at the JIC.	That the administration revert to the original start and end times in place at JIC, that the grievants be made whole for any expenses incurred as a result of the change (i.e. child care) and that NO REPRISALS be taken...	Based on the information presented at the Step II grievance it is the Union's position that...
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally changed the schedule at JIC from a nine period day to an eight period...	That the administration reduce the number of teaching sections to five and reinstate the duty period, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of...	Step 2 hearing held. Based on the information presented at the Step II hearing, it is the...
Linden-McKinley STEM 7-12 Dr. Michael McCrory	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Dr. McCrory changed a teacher's schedule at Linden McKinley and eliminated their lunch period, leaving them...	That the administration reduce the number of teaching sections to five and rotate sub coverage during the duty period, restore the teachers' lunch period and that NO REPRISALS be taken against the grievant or any other bargain...	Step 1 hearing pending. Awaiting response.

Professional Leave: Don't Wait

CEA is fortunate to have in its contract (Sec. 702.16), an item that provides us time to refresh ourselves with professional development. 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, attending a conference or workshop in person or for online conferences.

Forms to apply for professional leave are available on 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. The fund is usually depleted before winter break; so if you have been thinking about some special training activity, apply as early as possible. Remember, the purpose of professional leave, whether it is for a conference, workshop or longer program, is to improve the performance of teachers in the classroom.

PAR Presents...

The Peer Assistance and Review (PAR) program facilitates professional development sessions which are open to all CCS educators. Session descriptions can be found in the **CCS PD System (PDS) #57848**. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions include:



Nov. 8	Advanced Ag in the Classroom: What else can we grow (4:30-6:30 p.m., 2548 Carmack Rd.)
Nov. 14	Classroom Management: Building Relationships (4:30-6:30 p.m., Columbus Metropolitan Main Library, Rm 2B)
Nov. 28	CCS 101: Student Support (4:30-6:30 p.m., Walnut Ridge HS Library)

Religious Leave: Know the Rules

Members should take note of the provision in the *CEA Master Agreement* that grants teachers the right to take religious leave. A teacher may be absent, with pay, on a day identified by a duly constituted religious body as a religious holiday. In order to be granted the leave, the religious body must establish the holiday as a day no work can be performed and the teacher must be an active member of the religious body. Requests for religious leave must be made at least five school days prior to the holiday; teachers will be granted no more than three days during a school year. All requests for religious leave must be made to the CCS Department of Human Resources.

Special Notes

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: **Sarah Helvey, Independence HS; Andrea Spaulding, West Mound ES and Kimberly Calloway, Hamilton STEM ES.** To donate, complete the **Catastrophic Sick Leave Donation Form**, available on the CEA and CCS websites. Submit the completed form to leavesofabsence@columbus.k12.oh.us.

CEA Special Fall Election: The following elected positions will be filled in the **2023-2024 Special Fall Election:** Governors for High School At-Large, Middle School At-Large, and three (3) OEA Delegates. Ballots were **sent to building SFRs to arrive the week of Oct. 23.** The **voting window begins Monday, Oct. 30, and ends Tuesday, Nov. 14.** Members of the Elections Committee will **collect ballots for tally Wednesday, Nov. 15.** Call CEA Elections Chair Brittany Pierce at (440) 225-2631 with any questions. *(If there is a run-off election, ballots will be sent to buildings on Friday, Dec. 1. Run-off voting begins Tuesday, Dec. 5 and ends on Monday, Dec. 18. Tally day is Tuesday, Dec. 19.)*

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. Act as soon as you know the date of your conference.

Retiring? Avoid OTES: Bargaining unit members who are **planning on retiring during the 2023-2024 school year can be exempted from the Ohio Teacher Evaluation System.** To take advantage of this, submit your notice of retirement to Human Resources by Wednesday, Nov. 1. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. To download retirement information or access the Google form to submit notification of retirement, go to <https://www.csoh.us/Page/2340>. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

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/>.

Membership is Critical to Our Continued Success! Now more than ever, membership in CEA is critical to our continued success. If you know someone new to your building or unit, approach the person and ask them to become a member of CEA. We have made joining CEA simple and quick. **Step 1:** Click "JOIN" on the homepage at www.ceahio.org; **Step 2:** Download the CEA Membership form to your device and complete it. (It is a fillable pdf for your convenience); **Step 3:** Email the completed form to membership@ceahio.org. Call CEA at (614) 253-4731 with questions.

Members of CEA: If you are not receiving electronic communications from CEA, email hernb@ceahio.org with your name and non-CCS email address.

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**



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