

CEA Resigns from CCS Facilities Task Force, Rejects 'Failed Policies of the Past'

On Apr. 29, CEA President John Coneglio sent the following open letter to Superintendent Dr. Angela Chapman and members of the Superintendent's Community Facilities Task Force:

Dear Superintendent Dr. Angela Chapman, Members of the Columbus City Schools Board of Education, and members of the Superintendent's Community Facilities Task Force:

I write this open letter today to inform you that, effective immediately, I am resigning from the Superintendent's Community Facilities Task Force.

I accepted an appointment to this task force in good faith on behalf of 4,500 Columbus City Schools educators, with a commitment to ensuring that the physical resources of our District are prepared to meet the needs of our city's fast-growing population. I anticipated that our discussions would include transformation and growth of our District to meet these needs. Instead, through the course of six full meetings, it has become apparent that the focus of the committee is solely on the mass closure of neighborhood schools and the further managed decline of our District.

Since February, during carefully managed task force meetings, I have learned:

- The totality of community input has consisted of a short, multiple choice, online survey which did not even have the option of providing comments.
- Members of the task force have been instructed not to submit questions for upcoming meetings.
- Data provided to the task force was incomplete and failed to account for factors such as state caseload requirements and building use by community partners.
- There have been no discussions regarding the City of Columbus' recently announced plan to add tens-of-thousands of new housing units within the city's urban core.
- There have been no discussions regarding two years of increasing enrollment in Columbus City Schools, or any plans to restore trust with families who have left the District.
- There have been no discussions about the litany of research showing the disproportionate impact of school closures on disadvantaged neighborhoods and communities of color, in direct contrast to the District's publicly stated equity goals.

The 4,500 members of the Columbus Education Association are dedicated to fighting for the schools Columbus students deserve. We support planning for a District that provides safe, properly maintained, and fully resourced buildings in every neighborhood. Having recently passed a levy with the support and assistance of our Union and community, our Board of Education now has a unique opportunity to work with the community and build the District of the future, not return to the same failed policies of the past. It has become clear to me that the current Task Force is another iteration of previous failed attempts. CEA will not support misguided attempts to shrink to success.

As always, we stand ready to work with Columbus City Schools leadership and our community to achieve the schools our students deserve.

Sincerely,



John Coneglio
CEA President

Late-Breaking Win on Supplemental Pay

We have just confirmed yet another contract enforcement win powered by CEA member organizing! In last week's *CEA Voice*, we ran an article entitled "No Summer Sale on Our Labor." Members were asked to report any supplemental work paid at any amount different than the negotiated hourly supplemental rate (Article 903) to the CEA office, and to remind administrators of the proper rate. Armed with multiple examples of summer work paid at an arbitrary "daily rate" which amounted to roughly half of our negotiated rate, CEA took the issue to our regular Labor-Management meeting on Monday, Apr. 29. We had prepared multiple grievances ready to be signed on the spot.

Late the next day, CEA received an email from the District's Executive Director of Labor Management and Employee Relations, which reads, in relevant part, as follows: "I am writing to confirm that all work done outside of the contract day or year will be paid to CEA bargaining unit members at the supplemental hourly rate (unless the *Master Agreement* states otherwise). In order to facilitate timely payment, we will still process these payments as stipends instead of extended time. However, the stipend amount will be a calculation of rate x hours."

The arbitrary, unilateral daily rate is dead. Our negotiated rate (\$38.59/hour this school year, \$40.14/hour next school year) is what you are owed on an hourly basis for all services provided to the District outside of your contract day and year, unless it is otherwise specified in the *Master Agreement* (i.e. supplementals). Another collective win through member organizing and diligent contract enforcement!

Five Days of "Thank You"

The entire week of May 6–10, 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.



We are saying 'thank you' this week, and throughout the year, to the extraordinary educators who have worked tirelessly with students and families to keep things moving forward, despite such an unpredictable year. Through all the challenges we've faced this year, educators and families have stuck together to show students a bright path forward. This Teacher Appreciation Week, communities across the country will come together to appreciate educators and the lengths they go to ensure every student, no matter who they are or where they live, has the tools to learn, grow, and thrive.

This year, we're joining together to tell teachers that we will listen to them, we will stand with them, and together we will take action so that every student has a teacher who feels respected and supported. Go to <https://www.nea.org/TAW#> to pledge your support.

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

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The CEA Master Agreement is set to expire in fewer than 469 days.

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 bit.ly/3JG0Gqx.

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 Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when the grievant was...	The grievant shall be made whole in every way, including but not limited to the following: allow the teacher to use supplemental materials as described in 2022-2025 Master Agreement letter, the the Board cease and desist allowing...	Awaiting Step 2 Grievance Hearing.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall remove all references to the Written Reprimand written on February 26, 2024, from an employee records, other than those...	Board of Governors voted to approve moving the issue to arbitration.
Eastgate ES Mary J. Pettigrew	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Eastgate ES, Mary J. Pettigrew, failed to provide appropriate administrative support...	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, process 190s within 72...	Step 1 hearing held. Awaiting decision.
Westmoor MS Wendy Gittens & Leslie Hejduk	Westmoor MS Principal Wendy Gittens and AP Leslie Hejduk, acting in their capacity as agents of the Board, failed to provide appropriate support to teachers with respect to student discipline...	Grievants shall be made whole in every way, including not limited to the following: The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to...	Grievance filed at Step 1. Response pending.
Ohio Ave. ES Anthony Williams	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ohio Avenue ES, Anthony Williams failed to provide music once a week for forty-five...	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal cease and desist from allowing students to be pulled from Music, provide appropriate administrative...	As the Building Principal, safeguarding a student's physical and emotional well-being remains...
Walnut Ridge HS Michael Spellis	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Walnut Ridge HS, Michael Spellis, failed to award the grievant the WRHS Head Football...	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal award the WRHS Head Football Coach Supplemental be awarded to the grievant and that NO...	Grievance filed at Step 1. Response pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant...	Grievant shall be made whole in every way, including but not limited to the following: The Written Reprimand issued on April 18, 2024 shall be withdrawn. The Board shall immediately remove all references to the...	Requested to be forwarded to Step 2.
Buckeye MS Jodie Emerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Buckeye MS, Jodie Emerson, failed to provide appropriate administrative support to...	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, process 190s within 72...	Grievance filed at Step 1. Awaiting response.
Ohio Ave. ES Anthony Williams	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ohio ES, Anthony Williams, failed to provide appropriate administrative support...	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, process 190s within 72...	Grievance filed at Step 1. Response pending.
Buckeye MS Jodie Emerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Buckeye MS, Jodie, failed to provide appropriate administrative support to the grievants...	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, process 190s within 72...	Grievance filed at Step 1. Response pending.
Linden-McKinley HS Dr. Michael McCrory	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Linden McKinley HS, Dr. Michael McCrory failed to award the grievant the LMHS...	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal award the LMHS Head Football Coach Three Year Supplemental Contract be awarded to the grievant...	Grievance filed at Step 1. Response pending.

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their education because of interventions and actions performed every day.

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 fall-out 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.

Appealing Your Evaluation

The Joint Evaluation Panel has approved an appeals process for staff who wish to appeal their evaluation. Staff must meet one of the following criteria:

- Educators that have an overall Final Holistic Rating of "Ineffective"
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error

Beginning May 10, the Evaluation Appeal Form will be available on the ILEAD Evaluation: Evaluation Resources & Process on the CCS staff website. Scroll down to "District Forms" to access the document. Members who meet the criteria to file an appeal should submit the completed appeal form along with appropriate documentation to Teri Mullins at CEA by 4:30 p.m. on Friday, May 24, 2024. The Joint Evaluation Panel will meet to review appeal requests the week of June 3. If you have questions about filing an appeal, please contact Teri Mullins at the CEA office at tmullins@ceaohio.org or (614) 253-4731.

Special Notes

Make a Donation to the Catastrophic Sick Leave Bank: When someone experiences a life-threatening illness or injury, and they are out of accrued time, they can apply for catastrophic leave. When approved, sick leave days can be donated, allowing them to remain in paid status and receive healthcare benefits. The following members have been approved for Catastrophic Leave and are in need of donated days: **Timothy Myles**, Northland HS (Building Sub); **Heidi Dooley**, Mifflin HS (School Nurse); **Jewelicia Reedus**, CEC (Displaced); **Stephanie Dillon**, Avalon ES (School Nurse); **Kay Kirkhart**, Whetstone HS (VI Intervention Specialist); and **Brian Miller**, Northland (Classroom Teacher). 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 Awards & Retirement Banquet: CEA is holding its **48th Annual Awards & Retirement Banquet on Saturday, May 11**. It will, again, be at the **Hilton Columbus at Easton**. If you are retiring this year, contact CEA today so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged \$40.

Membership 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. **Step 1:** Click "JOIN" on the homepage at www.ceaohio.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@ceaohio.org. Call CEA at (614) 253-4731 with questions.

If your license from ODE is expiring June 30, 2024, and you have a limited employment contract, you must complete the required coursework or CEUs for renewal and **applied prior to Mar. 15 to be licensed by ODE for the 2024-2025 school year**. In addition to the online application, you will need to complete a background check. **Fingerprinting must be completed through Webcheck.** A permanent certificate requires fingerprinting every five years. The Human Resources Department, (3700 S. High St.) oversees this process. The **CCS Fingerprint Office is open Monday-Friday, 8 a.m.-4 p.m.** Face-to-face operations are on an appointment-only basis. To schedule a time to complete your fingerprints, go to <https://bit.ly/3lCxYZ9>. Contact **Leslie Butler**, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us with questions.

Resignation and Insurance: In the past, when a member worked to the end of the year, then resigned, their insurance benefits were terminated within thirty days of the resignation. For example, a member who resigned effective May 31 would have their benefits terminated at the end of June. That practice caused our members to wait until the last day to resign (July 10) to keep their benefits through the end of July. As a result, the District had a hard time filling those late vacancies. **CEA has negotiated with the District to allow members who are resigning (and finish out the school year) to resign with an effective date of July 1 or later at any point in the school year with their benefits maintained through July 31.** As an example, a teacher could submit a resignation notice on Feb. 1 with an effective date of July 10 and the employee's benefits would be maintained pursuant to Article 109.03(1)(15) of the *Master Agreement* through July 31. To see the letter affirming the District's position, go to <https://bit.ly/43o9qe9>.

CEA Needs Your Personal Contact Info: Update your **personal (non-CCS) email address** and your **cell phone number** so CEA can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the *Voice*. If you are not receiving messages from CEA, send an email with your contact information to membership@ceaohio.org.