



Results from the CEA Staff Survey

The annual CEA Staff Survey, as provided for in the *Master Agreement*, is complete. Our members study the results closely during the 211 process as they consider applying for posted positions. The results of the 2020–2021 staff survey is available at www.ceahio.org/cea-surveys/. Below are the **highest** and **lowest**-ranking work locations based on the following category averages:

	Vision Avg	School Climate Avg.	Administrator-Teacher Relationship Avg.	Democratic Process Avg.	Instructional Programs Avg.	Instructional Resources Avg.	Professional Environment Avg.	Student Behavior Avg.	Family & Community Avg.
1	Northgate Intermediate	Northgate Intermediate	Linden Park ECE	Como ES	Binns ES	Lincoln Park K–6	Juvenile Intervention Center (JIC)	Juvenile Intervention Center (JIC)	Northgate Intermediate
2	Liberty ES	Colerain ES	Indian Springs ES	Juvenile Intervention Center (JIC)	École Kenwood K–6	Sullivant ES	Lincoln Park K–6	Binns ES	Columbus City Prep. School for Boys
3	Sullivant ES	École Kenwood K–6	Columbus City Prep. School for Boys	Columbus City Prep. School for Boys	Lincoln Park K–6	Colerain ES	Columbus City Prep. School for Boys	Indian Springs ES	Southwood K–6
4	Columbus City Prep. School for Boys	Columbus Downtown HS	Juvenile Intervention Center (JIC)	Lincoln Park K–6	Columbus City Prep. School for Boys	École Kenwood K–6	Linden Park ECE	Lincoln Park K–6	École Kenwood K–6
5	Como ES	Indian Springs ES	Liberty ES	Winterset ES	Sullivant ES	Woodcrest ES	Como ES	Devonshire ES	Como ES
6	Westgate ES	Gables ES	Lincoln Park K–6	Binns ES	Northgate Intermediate	Binns ES	Westgate ES	Sullivant ES	Indian Springs ES
7	Wedgewood MS	Binns ES	Sullivant ES	Eastgate ES	Colerain ES	Cedarwood ES	Binns ES	Beatty Park ES	Juvenile Intervention Center (JIC)
8	West Mound ES	Linden Park ECE	Como ES	Indian Springs ES	Indian Springs ES	South Mifflin STEM Acad. K–6	Wedgewood MS	Colerain ES	Indianola Informal K–8
9	Southwood K–6	Woodcrest ES	Westgate ES	Westgate ES	Westgate ES	Parkmoor ES	Northgate Intermediate	Valleyview ES	Gables ES
10	Indian Springs ES	Devonshire ES	Northgate Intermediate	Wedgewood MS	Beatty Park ES	Stewart ES	Southwood K–6	Columbus City Prep. School for Boys	Binns ES
89	Ft. Hayes Arts & Academic HS	Livingston K–6	Columbus City Prep. School for Girls	Independence HS	Ft. Hayes CC	Westmoor MS	Marion-Franklin HS	Salem ES	Moler K–6
90	Linden-McKinley STEM 7–12	Marion-Franklin HS	East Columbus ES	East Columbus ES	Cassady ES	Innis ES	Westmoor MS	Ft. Hayes CC	Salem ES
91	Marion-Franklin HS	Linden-McKinley STEM 7–12	Fairwood K–6	Eastmoor Acad. HS	Independence HS	Ft. Hayes CC	Linden STEM Academy K–6	Briggs HS	Starling K–8
92	Linden STEM Academy K–6	Starling K–8	Forest Park ES	Linden STEM Acad. K–6	West HS	West HS	Oakland Park ES	Walnut Ridge HS	Ridgeview MS
93	Johnson Park MS	Hilltonia MS	Eastmoor Acad. HS	Fairwood K–6	Moler K–6	Eastmoor Acad. HS	Fairwood K–6	West HS	Columbus City Prep. School for Girls
94	East Columbus ES	Walnut Ridge HS	Linden STEM Academy K–6	Westmoor MS	Starling K–8	Hamilton STEM Acad. K–6	East Columbus ES	Moler K–6	Johnson Park MS
95	Walnut Ridge HS	West HS	Ft. Hayes CC	Salem ES	East Columbus ES	East Columbus ES	Walnut Ridge HS	Eastmoor Acad. HS	Marion-Franklin HS
96	Starling K–8	Fairwood K–6	Salem ES	Starling K–8	Eastmoor Acad. HS	Moler K–6	Starling K–8	Starling K–8	Ft. Hayes CC
97	Eastmoor Acad. HS	Hamilton STEM Acad. K–6	Starling K–8	Walnut Ridge HS	Walnut Ridge HS	Walnut Ridge HS	Salem ES	East Columbus ES	East Columbus ES
98	Ft. Hayes CC	Moler K–6	Walnut Ridge HS	Ft. Hayes CC	Marion-Franklin HS	Medina MS	Ft. Hayes CC	Marion-Franklin HS	Walnut Ridge HS

Note: Results include work locations with a participation rate of 50 percent or higher on the 2020–2021 CEA Staff Survey.

DeWine Unveils Executive Budget Proposal

On Monday, February 1, 2021, Governor DeWine released his second Executive Budget Blue Book detailing his plans for the state budget for Fiscal Years (FY) 2022 and 2023. The administration’s main focus is utilizing \$1 billion in one-time funds for the “Investing in Ohio Initiative” that would provide \$250 million to enhance broadband access and support small businesses and other businesses impacted by the Covid-19 pandemic. Also, of note, the governor does not tap into the \$2.7 billion Rainy Day Fund.

Below is a review of the governor’s proposal. Please note that there are few details at this point as the actual budget language has yet to be released. OEA is also waiting for the release of district-by-district spreadsheets. OEA Government Relations staff will share additional information as it becomes available.

K-12 Education

School Funding

DeWine’s budget proposal continues to fund the Student Wellness and Success Funds which he created in his last budget. This proposal provides an additional \$100 million in each fiscal year for a total of \$1.1 billion over the biennium for districts to support students by providing mental health counseling, wraparound services, mentoring, and other supports to address student needs. These funds will continue to be provided to school districts outside of the school funding formula. The funding formula is frozen at current levels.

What is noticeably absent from his budget proposal is a plan to address the state’s unconstitutional school funding formula. OEA will continue to encourage state lawmakers to include the Fair School Funding Plan which received overwhelming bi-partisan support in the House at the end of the last session and represents years of work and compromise to finally deliver an equitable and constitutional funding system.

Additional Provisions

- The proposal eliminates the \$20 million school bus pur-

chase program that was established in FY2021.

- The budget provides \$20.5 million in each fiscal year (a 412 percent increase from FY21) to support over 70,000 high school students to earn industry-recognized credentials and support the Innovative Workforce Incentive Program.
- The proposal increases the income-based EdChoice voucher fund by 8.4 percent (\$7.1 million) for an appropriation of \$92 million per year.
- The budget transfers the Quality Community Support funding from the Lottery Profits Fund to the General Revenue Fund and appropriates \$54 million in each fiscal year (an 80 percent increase over FY21 levels). This fund was created in the last budget to provide additional per-pupil funding for the highest performing charter schools.

For additional information about the Governor’s budget proposal, go to <http://bit.ly/3rJj8n5>.

Ohio House Reintroduces Fair School Funding Plan

The Ohio House of Representative reintroduced the Fair School Funding Plan as House Bill 1. The Fair School Funding Plan (FSFP), which was passed with overwhelming bi-partisan support in the Ohio House during the last legislative session, would enact a student-centered school funding formula that is equitable, adequate, predictable, and that ensures that all students have the resources to succeed regardless of where they live or their family’s income. The FSFP would provide an additional \$1.99 billion in state aid when fully phased in and provides about 70 percent of the increased funds to the poorest urban, small town, and rural districts in the state. Importantly, it would finally fix the state’s broken funding system, which was ruled unconstitutional decades ago by the Ohio Supreme Court in 1997’s landmark *DeRolph v. State of Ohio* ruling.

Following testimony from the non-partisan Ohio Legislative Service Commission (LSC) estimating nearly a billion dollars more in tax revenue over the next biennium than Governor

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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 REPRISALS 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 REPRISALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance.	I will follow the Guide to Student Success and the current CEA/ CCS Master Agreement.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Columbus City Schools Board of Education failed to fill certain department chair supplemental positions in accordance with the CEA-CCS 2019-2022 Master Agreement.	The affected bargaining unit members shall be made whole in every way, including but not limited to the following: The district shall fill supplemental department chair positions at K-6 buildings to for both K-5 Literacy or Math and 6th grade English and Math positions. There shall be no reprisals against the grievants by any agent of the Board of Education for the filing of this grievance	Based on the information presented at the Step 2 grievance hearing, there is no evidence to support the Union claim that management has violated Article 203 or Section 905.01 of the CEA-CCS 2019-2022 Master Agreement. The intent of the language was to allow K-8 schools to have an elementary school chairperson and a middle school chairperson. K-6 and Pre-K-6 are considered elementary schools making them eligible to receive a middle chairperson for the 6th grade. In lieu of the above, the relief requested is denied. The CEA Board of Governors has voted to send this grievance to arbitration.
Nikki Myers Salem ES	Salem ES principal Niki Myers, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association-Columbus City Schools 2019-202a2 Master Agreement by authorizing the issuance of a Letter of Direction to grievant without just cause.	The grievant will be made whole in every way, including but not limited to the following; The district shall immediately withdraw the Letter of Direction issued on or about December 8, 2020 from the grievant’s personnel and discipline files. Any record of the Letter of Direction issued on or about December 8, 2020 which must be maintained by the district as public record pursuant to state law shall contain a notation stating that the Summary of Conference was withdrawn by the board. The Letter of Direction issued on or about December 8, 2020 or any record thereof shall not be cited as past discipline or referenced in any future employment record or reprimand, warning, or discipline issued to the grievant. There shall be no retaliation against the grievant by any agent of the Board of Education.	The CEA Board of Governors has voted to send this grievance to arbitration.
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.	Step II hearing pending.

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Mike DeWine’s executive spending plan budgeted for, OEA is calling on the General Assembly to take up and approve the Fair School Funding Plan immediately.

CEA Awarded \$25,000 NEA Grant

CEA is the proud \$25,000 recipient of the Center for Great Public Schools State and Local Project Grants offered through the National Education Association. The grant provides the opportunity and the financial resources for state and local affiliates to:

- develop and support practices and resources that promote a quality education profession;
- cultivate sound practices and gather key learnings that aid student success; and
- promote a system that establishes the value of a qual-



ity, professionalized educator workforce and the role of the Union in creating and sustaining a system of professional supports.

The funds will be applied to the Teacher Leadership Institute CEA 2020–2021 Cohort. This professional development opportunity will develop and increase the leadership capacity of our members to have more consequential roles in shaping the policies and practices that govern our profession, teaching and learning.

Apply for the Teacher Leadership Institute

CEA is seeking 40 CEA members to participate in the 2021 cohort of the Teacher Leadership Institute. Those who are selected and complete the entire experience will **receive a \$500 completion honorarium** and earn **18 CEUs** for their work. The **deadline to submit** your application is **Friday, Feb. 26**, at <http://bit.ly/CEATLI21>. Applicants will be notified of selection by the end of February. For more information, contact Dorothy Wilson at (614) 253-4731.

Deductions For Union Dues

The “Tax Cuts and Job Act,” effective in the 2018 tax year, suspended the previous deduction for job-related expenses or other miscellaneous itemized deductions that exceeded two percent of adjusted gross income. This suspension includes unreimbursed employee expenses such as union dues. These expenses are no longer deductible. Therefore, the annual “Deductible/Non-Deductible portion of dues,” featured in *The CEA Voice* and communicated by CEA, will no longer be produced. For further information, see your tax preparer or IRS Publication 5307. Because of lobbying by NEA and action by OEA members, the \$250 Educator Expense Deduction for eligible expenses such as professional development courses, books, and classroom supplies remains in Federal tax law.

Become a PDS Course Requester

The Columbus Local Professional Development Committee (LPDC) is offering web-based training sessions to learn how to become an approved PDS Course Requester in the CCS PD System for the 2020–2021 School Year.

Attending this training will enable you to enter in-district professional development (including TBTs) into the PDS so that eligible educators may earn CEUs for their participation. This training will cover both the compliance components for entering courses for CEU purposes as well as walk through the course proposal process in the PDS.

This is the Initial Training and is for individuals who have not been trained in the past. NOTE: This is NOT a requirement for everyone—only those who want/need to enter workshops into the PDS and maintain and track attendance.

You can find upcoming training dates in the PDS by entering the course number (38785) into the search bar under the Course tab in the title bar – <https://ccsoh.truenorthlogic.com>.

Important Information: 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.

Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like some financial assistance with their college education? Consider applying for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members’ children to earn scholarship dollars toward college. **Applications are due by 4:30 p.m., Friday, Mar. 26, 2021.** You can find the application at <http://bit.ly/ceaspringschol21>. The scholarship application must include a statement of the student’s personal philosophy and goals and also include two references: One from a current academic instructor with whom the student has studied during the past year and one from someone other than a relative. Applicants must be the children of a CEA or CEA-R members for their dependent(s) to be eligible. A teacher must:

- Be a current CEA or CEA-R member
- Have taught in Columbus City Schools for the four (4) years prior to applying for the scholarship unless the applicant taught for four (4) years prior to:
 - Going on an approved leave of absence
 - Going on an approved disability retirement
 - Retiring and maintaining membership in CEA-R

Applicants must:

- Be the child of a CEA or CEA-R member.
- Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
- Have a cumulative grade point average of 2.5 or above, which must be verified by an official high school or university transcript. Copies will not be accepted.
- Be a full-time student while enrolled in college.
- Include a copy of the Student Aid Report from FASFA.
- Indicate all financial aid (other than student loans) which they expect to receive.

The Christa McAuliffe Memorial Scholarship is granted each year to a student majoring in education (unless no education applicants apply). This scholarship will be 1½ times the amount of any other scholarships awarded. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205.

Vote for Denise K. Sizemore for Education First Credit Union Board of Directors

Denise Sizemore has been a member of the Education First Credit Union for 30 years.

She is a proud CCS graduate from CAHS. Her father, a retired Columbus City Schools teacher, brought her to the credit union to open up her very first account before she left for college. After college, Denise returned and began her teaching career as a Columbus City Schools teacher.

In her 23 years as an educator, Denise has maintained her membership with the credit union. She has a vested interest in the future



Denise K. Sizemore

of the credit union and the path that will ensure every member is supported in their financial endeavors. Denise currently serves on The Board of Governors for the Columbus Education Association. She stated, “Being a governor has afforded me the opportunity to work with educators across the district. I will bring to the Education First Board of Directors compassion and concern for every member along with innovative ideas to engage our members, and obtain new membership.

Members can find ballots in their end of the year statement letters mailed out at the beginning of January. Also, all 3 branch locations will have paper ballots and a box. The ballot can also be downloaded from the Education First Credit Union website.

Thank you for your support! **All Ballots must be received by Sunday, Feb. 28, 2021.**

Spring 2021 CEA Foundation Mini Grant Applications Now Online

The CEA Foundation is excited to announce its Spring 2021 Mini Grant application is available on the CEA website. Mini Grants are open to any CEA member in good standing; members are encouraged to think about programs, initiatives and supplies they personally fund or would like to expand in their classrooms/buildings. The CEA Foundation’s Mini Grant purpose is to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students.

Spring applications are due Mar. 24, 2021. There is still over \$6,000 in the grant money available to CEA members. Grants are awarded in one of three categories:

• Early Career Educators	Years 1–5 only	up to \$300 per grant
• STEM/STEAM	All CEA members	up to \$600 per grant
• General	All CEA members	up to \$320 per grant

Go to <http://bit.ly/CEAminiDirec> for directions to apply for the grant. The online application can be found on the CEA website or going to <http://bit.ly/CEAminiAPP> and downloading the pdf.

Textbook Selection Committee Nominations

Our *Master Agreement* provides CEA members input into vital classroom decisions. Section 504.01 details the agreed-upon framework for one of these, textbook selection. When it is time to review textbooks in a particular subject area, teachers from those subjects participate.

The District will be selecting the following resources for Pre-K and Special Needs Pre-K:

- Core curriculum for Pre-K and Special Needs Pre-K
- Supplemental resources for Special Needs Pre-K

Note: Each grouping above represents a separate textbook committee. Bargaining unit members may only serve on one committee due to the RFQ process.

Here’s how the process works:

- CCS posts a notice asking for textbook-adoption committee participants.
- Only teachers from each pertinent subject area and grade level at schools involved elect the nominees.
- Each of the building nominee elections is conducted by its principal and Association Building Council (ABC).
- Nominations should be emailed to CEA President John Coneglio (coneglioj@ceaohio.org) and copied to Kelly Rivers (krivers@columbus.k12.oh.us) **no later than Friday, Feb. 19.**
- Nominations should be on school letterhead signed by both the building principal and Senior Faculty Representative.
- Nominees go to a joint Association and Board committee for a final vote.

Options for any CEA Member Recalled to Work Families First Coronavirus Response Act

The Families First Coronavirus Response Act (FFCRA) expired on Dec. 31, 2020. However, just before winter break, CEA announced that our Union was successful in reaching a groundbreaking agreement with the District to extend all provisions of

the FFCRA through Mar. 23, 2021, for CEA Bargaining Unit members. It is important to note that the names of these benefits, or the forms used to apply, may change as they are no longer tied to federal law. However, the benefits themselves will remain intact for the duration of the extension. It is also important to note that there was no “reset” of available leave time. Therefore, if you exhausted FFCRA leave in 2020, you will not be eligible for the extended benefits.

If you are caring for minors whose school or daycare is closed/unavailable, you or a household member have tested positive for COVID-19, are exhibiting symptoms, waiting for test results, or are under a quarantine order you likely qualify for FFCRA leave. FFCRA includes two major components; Emergency Paid Sick Leave (EPSL) and Emergency Extended FMLA (EFML). These leaves, combined, can cover up to 12 weeks of paid leave. They are in addition to district leaves and do not affect sick leave balance. The member may elect to use sick leave simultaneously to receive full pay instead of the ⅔ pay provided for by FFCRA. These leaves can be used intermittently just like FMLA.

- More information on FFCRA from the District FAQ: <https://bit.ly/2Si7Gzo>.
- Apply for FFCRA EPSL: <https://bit.ly/2HNT2he>.
- Apply for FFCRA EFML (after applying for EPSL above): <https://bit.ly/3na0gMA>.

If you are denied, or have questions specific to your situation, contact the CEA office.

Americans with Disabilities Act

The Americans with Disabilities Act (ADA) is a Federal Law that requires employers to make reasonable accommodations for individuals with a diagnosed disability. If you have been diagnosed with a physical condition which puts you in a COVID-19 high-risk category (see <https://bit.ly/3cRwmYL>), or a mental health condition that is worsened by the COVID-19 pandemic, you may be eligible for accommodations under the ADA. These accommodations can include, but are not limited to, additional PPE, increased distancing, transfer to a vacant position with less contact, remote work, or even medical leave.

- Apply for ADA Accommodation at <https://bit.ly/2ScYnR6>

If you are denied, or have questions specific to your situation, contact the CEA office.

Unpaid Medical Leave

All Board of Education employees are eligible for Unpaid Medical Leave of up to two years according to the Ohio Revised Code 3319.13. If you do not fall in to one of the categories above and do not wish to return to work in the current environment, this is an option available to you. Contact the CEA Office for more information.

Article 211: Alternative Interview Panels

We have completed training for the Article 211 process. The postings for Round 1 open on Friday, Feb. 12, and close on Tuesday, Feb. 16. Round 1 interviews will take place Feb. 18–23. The *CEA Master Agreement* defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 Manual, buildings may convene an alternately constructed panel. To request an alternative interview panel, a request must be made in writing to the CEA President, signed by both the Senior FR and administrator by Wednesday, Feb. 12. Fax requests to (614) 253-0465. As of the time this issue of *The CEA Voice* went to press, requests from the following units had been granted:

Arts Impact MS, Beatty Park ES, Career-Technical Education, Champion MS, Clinton ES, Columbus Gifted Acad., Como ES, Duxberry Park ES, Fairmoor ES, Fairwood ES, Independence HS, Maize ES, Medina MS, Office of Teaching & Learning: K–5 Curriculum & Instruction (MS), Oakland Park ES, Ohio Ave. ES, Olde Orchard ES, OT/PT, Siebert K–6, Social Workers, South HS 7–12, Southwood K–6, Special Education Transition Coordinator, Special Education/Work Study Team, Special Education/VI Coordinators, Speech & Language, Valley Forge ES, Valley Forge ES/Northgate Intermediate, Westmoor MS, Whetstone HS, and Woodward Park MS.

Article 211 Calendar 2021 (Conducted Virtually)

February		
Tuesday	16	Round 1 Postings CLOSE Applications no longer accepted after 5 p.m.
Thursday	18	Round 1 Interviews Open Schools & Departments [All known openings] Interview Times are as follows: Elementary & K-8—after 3:30 p.m. Middle & High Schools—after 2:30 p.m.
Tuesday	23	Round 1 Interviews Close Schools and Departments Selection Agreement Forms and Rosters sent by HR to Principals (electronically) by 5 p.m.
March		
Tuesday	2	Round 2 Vacancy Postings <u>only</u> for WLMS
Wednesday	3	Round 2 Interviews will begin <u>only</u> for WLMS
Wednesday	3	Round 2 Postings OPEN [All known openings] by 2 p.m.
Monday	8	Round 2 Postings CLOSE Applications no longer accepted after 5 p.m.
Tuesday	9	Round 2 Interviews Open Schools and Departments [All known openings] Interview Times are as follows: Elementary & K-8—after 3:30 p.m. Middle & High Schools—after 2:30 p.m.
Friday	12	Round 2 Interviews Close Schools and Departments Selection Agreement Forms and Rosters sent by HR (electronically) to Principals by 5 p.m.
Tuesday	16	All Round 2 School and Department Selection Agreement Forms due to Human Resources (electronically) by 5 p.m.
Wednesday	17	All Round 2 School and Department roster changes must be resolved and sent back to Human Resources by 5 p.m.
Friday	19	Virtual Job Fair—4:30 p.m. (complete instructions on virtual job fair process will be made readily available to participants)
Wednesday	24	Remaining Teacher Placements: Human Resources

PAR/CEU Classes

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 CEUs. Course materials will be provided.

- Feb. 16 Learning for All: Differentiation in the Classroom (0.2 CEUs)
- Feb. 17 Make and Take Mini-Session: Green Screen (from 4–5 p.m.) (0.1 CEUs)
- Feb. 23 The Inclusive Classroom (0.2 CEUs)
- Feb. 25 Social Studies Collaborative: Literacy (from 4:30–5:30 p.m.) (0.1 CEUs)
- Mar. 2 Coping with Trauma Through Literature in the Classroom (0.2 CEUs)
- Mar. 9 Let’s Give Them Something to Talk About: Using Student Conversation to Facilitate Achievement (0.2 CEUs)

Register today on PD Planner for any or all of these sessions. All classes will begin at 4:30 p.m. unless otherwise noted. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

Special Notes

- Catastrophic Leave Donation Request:** Cindy Meister (Clinton ES) has been approved for Catastrophic Leave and is in need of donated days. 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.

- Catastrophic Leave Donation Request:** Michelle A. Innis-Dorsey (Duxberry Park ES) has been approved for Catastrophic Leave and is in need of donated days. 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.
- Summer Fee Waivers:** Bargaining unit members can access the online application from home or work using their CCS email username and password. The online form will automatically send applicants a confirmation email once their application is submitted. Instructions to complete the online application can be found at <http://bit.ly/2jhWSjd>. The application period is open until 11:59 p.m., Thursday, Feb. 18. 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 (614) 365-5039 or email her at slowery@columbus.k12.oh.us if you have any questions.
- Continuing Contract: Apply by Mar. 5:** If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2021–2022 school year, you must complete the online application no later than Friday, Mar. 5. Bargaining unit members will have to be logged into their CCS Google account in order to access the online form. Go to <https://bit.ly/CCapp2022> to complete the online application. If you have questions, email Leslie Butler at license@columbus.k12.oh.us or refer to Section 401.08 of the CEA Master Agreement.
- 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.
- 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. Due to the COVID-19 Pandemic, all district-related travel has been prohibited, however, professional leave is available for online conferences. 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.
- CEA Spring Elections:** The following positions will be filled: Governors for Districts 3 and 6, High School Governor-At-Large, 2021 NEA Local Delegates, 2021 NEA State-At-Large Delegates, and 2021–22 OEA Delegates. Voting will begin on Tuesday, Mar. 9, and will end on Tuesday, Mar. 23. Ballots will be collected and tallied by the Elections Committee on Wednesday, Mar. 24. Contact Brittany Herb, CEA Elections Chair, at (440) 225-2631 with any questions.

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 for help. Go to www.guidanceresources.com, and use “CCS” as the company ID to register.



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