

## Open Enrollment Coming Soon

**What: Benefits Open Enrollment**  
**When: October 12-30, 2020**  
**Where: Online-only**

More information will be coming in the Next CEA Voice.

## Insurance Rates for 2021

Life's unexpected events can threaten a family in more ways than you can imagine. A diagnosis of cancer, a disabling injury, a stroke, or a heart attack could be devastating. Fortunately, the district's insurance benefits, negotiated by your Association, protect your family and your financial security. Our benefit-rich health insurance plan leaves you in a better position than your peers in other school districts and in the public and private sector. Listed below are the 2021 insurance rates for CEA Bargaining Unit Members:

### Employee Benefit Contributions Per Pay Certified Employees

#### Medical

21 Pay Plan	Select	Choice
Employee only	\$48.26	\$56.46
Employee plus Child	96.24	112.58
Employee plus Spouse (grandfathered rates)**	96.24	112.58
Employee plus Spouse*	269.43	285.78
Employee plus Children	142.01	166.13
Family (Employee plus Spouse and child(ren)) grandfathered rates)**	142.01	166.13
Family (Employee plus Spouse and child(ren))	397.53	421.65

26 Pay Plan	Select	Choice
Employee only	\$38.98	\$45.60
Employee plus Child	77.73	90.93
Employee plus Spouse (grandfathered rates)**	77.73	90.93
Employee plus Spouse*	217.62	230.82
Employee plus Children	114.70	134.18
Family (Employee plus Spouse and child(ren)) grandfathered rates)**	114.70	134.18
Family (Employee plus Spouse and child(ren))	321.08	340.56

\*CEA bargaining unit members who add their Spouse after May 31, 2009, will pay a higher rate contribution to include their spouse for Health Coverage.

\*\*CEA bargaining unit members as of May 31, 2009, so long as they are continuously employed by the Board, shall be entitled to enroll a spouse for primary coverage at these rates if a qualifying event occurs. \*CEA bargaining unit members as of May 31, 2009, who have continuously covered their spouse on their health coverage since May 31, 2009, shall be allowed to continue Spousal coverage at these lower rates during their continuous employment with the district.

#### Dental

	21 Pay Plan	26 Pay Plan
Employee only	\$3.87	\$3.12
Family	3.87	3.12

#### Life Insurance

	21 Pay Plan	26 Pay Plan
Basic Life \$50,000-District Paid	\$0.00	\$0.00
Supplemental Life-\$50,000	4.17	3.37

#### Vision Buy-Up

	21 Pay Plan	26 Pay Plan
Employee Only	\$2.78	\$2.24
Employee plus One (1)	5.55	4.49
Employee plus Two (2)	8.95	7.23

The Base Vision plan is paid 100% by the District.

## Eligible Tutors

### Medical

21 Pay Plan	Select	Choice
<b>Tutors (15-25 hours)</b>		
Employee only	\$221.98	\$230.18
Employee plus one (Child or Spouse)	442.63	458.98
Family (Employee plus Spouse and child(ren))	653.05	677.17
<b>Tutors (over 25 scheduled hours)</b>		
Employee only	\$126.43	134.63
Employee plus one (Child or Spouse)	252.11	268.46
Family (Employee plus Spouse and child(ren))	371.97	396.09

26 Pay Plan	Select	Choice
<b>Tutors (15-25 hours)</b>		
Employee only	\$179.29	\$185.92
Employee plus one (Child or Spouse)	357.51	370.71
Family (Employee plus Spouse and child(ren))	527.46	546.95
<b>Tutors (over 25 scheduled hours)</b>		
Employee only	\$102.12	108.74
Employee plus one (Child or Spouse)	203.63	216.83
Family (Employee plus Spouse and child(ren))	300.43	319.92

### Dental

	21 Pay Plan	26 Pay Plan
Employee only (15-25 hours)	\$19.35	\$15.63
Family (15-25 hours)	19.35	15.63
Employee only (over 25 hours)	10.35	8.75
Family (over 25 hours)	10.35	8.75

### Life Insurance

	21 Pay Plan	26 Pay Plan
Basic Life \$50,000(Board Paid)	\$0.00	\$0.00

Note: Tutors are not eligible for Supplemental Life Insurance

### Vision Buy-Up

	21 Pay Plan	26 Pay Plan
Employee Only	\$2.78	\$2.24
Employee + 1	5.55	4.49
Employee + 2 or more	8.95	7.23

The Base Vision plan is paid 100% by the District.

Contribution Rates for Medical Benefits for Eligible Tutors

## Latchkey Teachers

### Medical

21 Pay Plan	Select	Choice
Employee only	\$126.43	\$134.63
Employee plus one (Child or Spouse)	252.11	268.46
Family (Child or Spouse)	371.97	396.09

26 Pay Plan	Select	Choice
Employee only	\$102.12	\$108.74
Employee plus one (Child or Spouse)	203.63	216.83
Family (Employee plus Spouse and child(ren))	300.43	319.92

### Dental

	21 Pay Plan	26 Pay Plan
Employee only	\$10.83	\$8.75
Family	10.83	8.75

Continued on Page 3

The CEA Master Agreement is set to expire in fewer than 688 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 will regularly inform you of the grievances on which CEA is working.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
<b>South HS Edmund Baker</b>	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.
<b>CCS Administration</b>	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.
<b>East Columbus ES Jamie Spreen</b>	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.	Step I Hearing pending.
<b>Beechcroft HS Samuel Johnson</b>	<p>1. 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 203, 905.01, and 905.04(J), when the administrator, Samuel Johnson unilaterally designated "Department Co-Chairs" and modified the Department Chair position supplemental pay rate at Beechcroft High School.</p> <p>On or about August 31, 2020, the Association was informed via e-mail by Samuel Johnson, acting in his capacity of Agent of the Board, that management was asserting its right to designate "Department Co-Chairs and modify Department Chair position supplemental pay citing past practice. The e-mail read, in relevant part:</p> <p>"It seems that in the past CCS High Schools did not ask or receive permission from the Reform Panel to split the Department Chair Position with two teachers. Requesting Beechcroft to do so would set precedent. Why should Beechcroft High School be any different? Are there no other high schools within the District with Co-Department Chairs? Can you provide any evidence that corroborates your argument that to split the chair position it is necessary to move this issue to Reform Panel? As a result, requesting Beechcroft High School to obtain permission from the Reform Panel this year is arbitrary. As you have been selected as Co-Chairs for your department this year, please provide your consent to me by Friday September 4th at 5:00 p.m."</p> <p>Arbitrators and courts have routinely held that an assertion of past practice is invalid if the underlying circumstances have significantly changed. The parties overhauled the department chair position entirely during negotiations for the 2019-2022 CEA-CCS Master Agreement, including but not limited to the number of Department Chair positions, job duties, and the rate of supplemental pay. The BOARD's assertion of a "Past Practice" is invalid as the underlying circumstances have significantly changed.</p> <p>2. In addition, The Columbus City Schools Board of Education and/or its agent, violated, misinterpreted, and or misapplied provisions of the 2019-2022 CEA-CCS Master Agreement, including but not limited to Article 203 when the administrator, Samuel Johnson arbitrarily and capriciously removed and replaced Amanda Cox, Tara Fox, Rochelle Salyers, and Deborah Eberhardt after announcing their selection as Department Chairs on 8/20/2020, allowing them to commence work on BLT as part of their Department Chair duties on 8/24/2020 and then removing and replacing them without prior notification on 9/4/2020.</p> <p>A. Announcement of Department Chairs 8/20/2020 "Welcome Back Staff Email"            B. Commenced work on BLT The grievant(s) began their duties as Department Chairs with work on the BLT as evidenced in an email regarding the BLT Agenda and Zoom link for the 8/24/2020 scheduled BLT Meeting.            C. Email Notification of Removal and Replacement</p> <p>On or about, 9/4/2020 the grievant(s) were notified of their removal and replacement via the "Focus for the Week of September 8-11, 2020" staff email, which read in relevant part,</p> <p>"The following educators will collaborate through a structure of shared leadership to support the execution of the vision and mission of Beechcroft High School."</p>	The association requests that the grievant(s) be made whole in every way, including but not limited to the following: The Board shall cease and desist from unilaterally designating Department Co-Chairs and unilaterally altering the Department Chair supplemental pay rate, and shall comply with articles 203, 905.01, and 905.04(J) of the CEA-CCS 2019-2022 Master Agreement. All Department Chairs unilaterally removed during September 2020 shall be reinstated to their Department Chair position and shall be paid their full supplemental rate. All replacement Department Chairs designated in September 2020 by the Board shall be paid the appropriate prorated portion for work performed of the supplemental rate for Department Chairs per the CEA-CCS Master Agreement.	Step I Hearing held. Awaiting response..
<b>Columbus City Schools Board of Education</b>	<p>The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Memorandum of Understanding – Return to School 2020-2021 School Year, including but not limited to Sections 2(c) and 2(j), when they failed to provide CEA bargaining unit members technology necessary to complete assignments and directives and directed CEA bargaining unit members to communicate electronically with students and/or families using a method other than a BOARD-owned communications platform.</p> <p>On or about August 26, 2020, the following directives were given via e-mail to CEA bargaining unit members by agent(s) of the Board. The directives read, in relevant part:</p> <p>"Kindergarten Teachers need to begin to contact K families to schedule their KRA-R appointments for the week of September 21- 25."</p> <p>"It is suggested to contact families as soon as possible to allow them to make adequate arrangements for their child to be assessed."</p> <p>The Board has failed to provide CEA bargaining unit members with the technology hardware and software to complete this directive as required by the Memorandum of Understanding – Return to School 2020-2021 School Year Section 2(c), and has directed CEA bargaining unit members to communicate electronically with students and/or families by a method other than a BOARD-owned communications platform in violation of Section 2(j).</p>	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.	While Management did acknowledge that the current status of the District's Zoom does not have phone capabilities, staff (i.e. teachers) can still notify parents of their students using other available District technology software/hardware such as e-mail, Google Classroom etc. Since many buildings are open the teachers may also go into those sites and can use the district phones, e-mails, Google Classroom etc. If they choose, teachers are permitted to use their own cell phones, but it is not a requirement. It is Management position, [sic] that the since the MOU does not specify a single type of technology and or hardware that staff can use but gives multiple options to the teachers, there can be no violation of the MOU as referenced above. Relief denied as stated above.

**Vision Base**

	21 Pay Plan	26 Pay Plan
Employee only	\$ .58	\$ .47
Employee + 1	1.16	.94
	1.87	1.51

**Vision Buy-Up**

	21 Pay Plan	26 Pay Plan
Employee Only	\$3.36	\$2.71
Employee + 1	6.71	5.42
Employee + 2 or more	10.82	8.74

The Base Vision plan is paid 100% by the District. Latchkey Teachers are not eligible for Basic or Supplemental Life Insurance.

**Job Share Teachers****Medical**

21 Pay Plan	Select	Choice
Job Share Percentage	50 %	50 %
Employee only	\$243.69	\$251.89
Employee plus Child	485.91	502.25
Employee plus Spouse (grandfathered rates)**	485.91	502.25
Employee plus Spouse*	572.51	588.85
Employee plus Children	716.93	741.06
Family (Employee plus Spouse and child(ren)) grandfathered rates)**	716.93	741.06
Family (Employee plus Spouse and child(ren))	844.69	868.82

26 Pay Plan	Select	Choice
Job Share Percentage	50 %	50 %
Employee only	\$196.82	\$203.45
Employee plus Child	392.46	405.66
Employee plus Spouse (grandfathered rates)**	392.46	405.66
Employee plus Spouse*	462.41	475.61
Employee plus Children	579.06	598.55
Family (Employee plus Spouse and child(ren)) grandfathered rates)**	579.06	598.55
Family (Employee plus Spouse and child(ren))*	682.25	701.74

\*CEA bargaining unit members or Administrators hired after May 31, 2009 will pay a higher rate contribution to include their spouse for Health Coverage.

\*\* CEA bargaining unit members or Administrators as of May 31, 2009, who have continuously covered their spouse on their health coverage since May 31, 2009, shall be allowed to continue Spousal coverage at these lower rates during their continuous employment with the district.

**Dental**

	21 Pay Plan	26 Pay Plan
Employee only	\$3.87	\$3.12
Family	3.87	3.12

**Life Insurance**

	21 Pay Plan	26 Pay Plan
Basic Life \$50,000-District Paid	\$0.00	\$0.00
Supplemental Life-\$50,000	4.17	3.37

**Vision Base 50%**

	21 Pay Plan	26 Pay Plan
Employee Only	\$2.78	\$2.24
Employee plus One (1)	5.55	4.49
Employee plus Two (2)	8.95	7.23

**Vision Buy-Up**

	21 Pay Plan	26 Pay Plan
Employee Only	\$2.78	\$2.24
Employee plus One (1)	5.55	4.49
Employee plus Two (2)	8.95	7.23

**Dental 50%**

	21 Pay Plan	26 Pay Plan
Employee only	\$21.28	\$17.19
Family	21.28	17.19

**Life Insurance**

	21 Pay Plan	26 Pay Plan
Basic Life \$25,000-District Paid	\$0.00	\$0.00
Supplemental Life-\$25,000	2.09	1.68

**Vision Base 50%**

	21 Pay Plan	26 Pay Plan
Employee only	\$1.03	\$ .84
Employee + 1	2.07	1.68
Employee + 2 or more	3.34	2.70

**Vision Buy-Up**

	21 Pay Plan	26 Pay Plan
Employee Only	\$3.81	\$3.08
Employee + 1	7.63	6.16
Employee + 2 or more	12.29	9.93

**CEA Victory: Following Grievance and Cease and Desist, Board Backs Down on COVID-19 Liability Waivers**

Over the summer, CEA leaders and staff were shocked to learn that CEA bargaining unit members receiving athletic coaching supplemental contracts were being asked to sign COVID-19 Liability Waivers similar to those signed by student-athletes as a condition of receiving the supplemental. These waivers were problematic for a multitude of reasons, including the possibility that they could act as a de facto waiver of Workers Compensation coverage should a CEA bargaining unit member contract COVID-19 at work. In addition, unilaterally implementing these waivers with no prior discussion with CEA represented a clear violation of our Master Agreement.

On August 4, 2020, CEA filed a Step Two Grievance as well as a demand that the district immediately cease and desist from requesting that members sign such waivers. CEA also retained outside counsel to assist in the event that legal action was necessary to protect the Union's bargaining unit members. Initially, the district indicated their firm position that the waivers would continue to be used and enforced. However, as the grievance process and discussions with the District's General Counsel progressed, it became clear to CCS administration that the Union would pursue all necessary action to defend our *Master Agreement*.

Finally, on Sept. 18, the district relented and signed a Grievance Settlement Agreement delivering a total victory for CEA and our members; The district will NOT seek enforcement of any COVID-19 Waivers that were previously signed and will NOT ask CEA bargaining unit members to sign any COVID-19 waivers in the future. This win is a perfect example of why, even in the midst of a pandemic, it is critical to defend our *Master Agreement*, which remains in full force and effect, except as explicitly modified by the Return to School MOU.

Please contact the CEA office immediately if you believe the *Master Agreement* has been violated in any way. We are relieved that CEA bargaining unit members who were forced to sign these documents can rest assured that their health and safety at work remains the responsibility of their employer and they have not waived any of their rights.

**Your Dues Dollars At Work: Mini-Grants**

CEA is pleased to announce the Fall 2020 CEA Foundation Mini Grants available to ALL CEA members. The CEA Foundation's mission is to empower CEA members to design and implement innovative initiatives that will ultimately lead to higher achievement for all students. There are three mini grants for members to choose from:

- **Early Educator Mini Grant**—20 total grants up to \$300 each (for teachers in Years 1–5 of their career)
- **STEM/STEAM Mini Grant**—10 total grants up to \$600 each (open to all CEA members)
- **General Mini Grant**—25 total grants up to \$320 each (open to all CEA members)

CEA encourages members to think about supplies, materials and/or programs they personally fund. Members are eligible to re-

ceive one Mini Grant per year. Due to COVID-19, the application is online through the CEA website ([www.ceaohio.org](http://www.ceaohio.org)) and can be found under the 'Forms/Resources' tab.

These Mini Grants are separate from the Teacher Dream Grant and all CEA Mini Grants are funded completely through the CEA Foundation. Only CEA members are eligible to apply for the Mini Grants. Your emailed application is due no later than 4:30 p.m. on Oct. 28, 2020. If members previously sent in applications through the U.S. Mail, a new application is not needed, however, all new applications must be emailed to CEA. Please see the directions posted on the CEA website.

## Attend the 2020 Virtual OEA Minority Leadership Training Program

### *Educators Standing Up and Answering the Call*

Friday and Saturday, Oct. 9 & 10, 2020

The OEA Minority Leadership Training Program 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.

This training will commence on Friday evening and conclude Saturday afternoon. The program is limited to 60 participants. Members must commit to full participation on both days. The registration is on a first-come, first-served basis.

We hope you will join us!



Friday, Oct. 9, 2020 7–8:45 p.m.	Saturday, Oct. 10, 2020 9 a.m.–3:30 p.m.
Guest Speaker <b>Christine Sampson-Clark</b> Executive Committee National Education Association	<ul style="list-style-type: none"> <li>• Training Sessions</li> <li>• Closing Speaker:  <b>Patricia Frost-Brooks</b>            Past President, Ohio Education Association</li> </ul>

### Training Session

Option A: Understanding the Association (for first-time attendees)	Option B: Running for Office
Option A: Implicit Bias, Microaggressions and Stereotypes	Option B: Social Justice
Option A: Parliamentary Procedures	Option B: Assertiveness for Experienced Leaders
<b>Unconference (Whole Group)</b>	

The registration deadline is Oct. 2, 2020. To register, go to:

<https://www.cvent.com/d/w7qq1w>

For questions or additional information, contact:

**Demetrice Davis**

davisdem@ohea.org or 800-282-1500 ext. 3100

## ABCs Continue Virtually

As we all know, these last few weeks have been an extremely trying time. However, despite these new challenges, the *CEA Master Agreement* and the recently negotiated Memorandum of Understanding are still in effect.

These documents should be your guide to solving building level problems. We are asking teachers to continue to send their ABC concerns to their Senior Faculty Representative so that the committee can hold a virtual ABC meeting. All bargaining unit members in each building are allowed to attend ABC meetings.

You have the opportunity to attend your building's virtual ABC meeting. Senior Faculty Representatives should continue to forward ABC minutes to CEA Vice President Phil Hayes at [hayesp@ceaohio.org](mailto:hayesp@ceaohio.org). Your Union would like to thank the following schools/units that have submitted ABC minutes since the beginning of the school year:

Beechcroft HS, Burroughs ES, Centennial HS, Columbus Gifted Academy, Eastmoor Academy, East Linden ES, Huy/AG Bell ES, West Broad ES, and Woodcrest ES.

## Evaluation Update

At the beginning of the school year the Joint Evaluation Panel voted to pause virtual walk-throughs and observations in case the Ohio Department of Education (ODE) and/or legislation would have some additional guidance for school districts. The JEP agreed to reconvene on Tuesday Sept. 22, 2020, to determine how to move forward with the 2020–2021 evaluation process. The Joint Evaluation Panel voted to move forward with 2020–2021 evaluation cycle with the following caveats:

- Virtual walk-throughs can be conducted if a staff member is remote for three (3) or more days a week. Should the staff member return to face to face instruction three (3) or more days a week, virtual walk-throughs will no longer be permitted.
- Virtual observations can be conducted as long as the staff member is 100 percent remote. Should the staff member return to face-to-face instruction at least one day a week, virtual observations will no longer be permitted.
- There will be no virtual walk-throughs or observations of recorded material, unless a staff member initiates a request to the evaluator within five school days of the recorded lesson occurring.
- Should legislation pass that impacts the 2020–2021 evaluation, the committee will reconvene to make any necessary adjustments.
- While working virtually, if a staff member experiences a technology failure/commandeering of electronic platform which gets included in the evaluation record it would constitute a procedural error and could be appealed as such.
- These changes to the evaluation protocols are only effective for the 2020–2021 school year.

There is currently a proposal in the Senate, SB 358, that may impact the evaluation process. As of the Joint Evaluation Panel meeting, it had been through two hearings of the Senate Education Committee. We will share updates as they become available. If you have any questions about the Evaluation process, please reach out to Teri Mullins via email ([tmullins@ceaohio.org](mailto:tmullins@ceaohio.org)) or call the CEA office at (614) 253-4731.

## 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 Sept. 17 Legislative Assembly:

Adapted PE, Alpine ES, Arts Impact MS, Avalon 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 ES, Columbus City Prep. School for Boys, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6–12@ Brookhaven, Columbus North International HS 7–12, Columbus Scioto 6–12, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, East Columbus ES, East HS, East Linden ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, Elementary Art, Elementary Phys. Ed., Fairmoor ES, Fairwood K–6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Gifted & Talented, Hamilton STEM Acad. K–6, 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, Moler K–6, Northgate Intermediate ES, Northland HS, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K–6, Psychologists, Ridgeview MS, Salem ES, School

Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, South HS 7-12, Southland, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, St. Vincent, Starling K-8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodcrest ES, Woodward Park MS, and Yorktown MS.

## Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2020-2021 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 by Friday, Oct. 30, to Human Resources. Go to <http://bit.ly/ccsretireresign> to download a copy of the retirement/resignation notification form or feel free to draft your own.

While we are working remotely, you can email your notice of retirement to Terri Trigg ([ttrigg@columbus.k12.oh.us](mailto:ttrigg@columbus.k12.oh.us)) in Human Resources. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

## 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 0.2 CEUs. Course materials will be provided.

- Oct. 6** Lesson Planning and Delivery: Add Zip & Zest to Your Lesson
- Oct. 6** Books Bring Balance-Elementary (Session 1)
- Oct. 20** Virtual Instruction Platforms
- Oct. 20** Books Bring Balance-Elementary (Session 2)

Register today on PD Planner for any or all of these sessions. All classes will be held from 4:30-6:30 p.m. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

## 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 \$1,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2020 and June 2021 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/2FXMf3r>.

The deadline is 4:30 p.m. on Friday, Oct. 23. If you have questions, call Kathy Wilkes at (614) 253-4731.

## Building Staff Meetings

The recent MOU did not change Article 205 in the *Master Agreement* relating to building staff meetings. CEA bargaining unit members assigned to a school building are required to attend up to two regular building-level staff meetings per month, if called by the principal. Staff meetings should normally be held on Mondays. Additionally, staff meetings should occur at the end of the workday and not extend longer than 45 minutes after the end of the bargaining unit members' workday.

**If your administrator violated Article 205 by requiring that you attend building staff meetings that are being held during the workday notify your Faculty Representative or call the CEA Office.**

## Building Leadership Team Meetings

Your school's Building Leadership Team (BLT) exists as part of the Ohio Improvement Process. The BLT is comprised of a diverse group of staff members. This list of staff members includes, but is not limited to, your administrator(s), department chairs or department leader(s), others individuals representing other TBTs in your school, and your CEA Senior Faculty Representative. Only CEA bargaining unit members who have accepted the department chair or department leader supplementals are required to serve on

the BLT. Your school's BLT should not meet during the work day as the person who holds the department chair/leader supplemental should not be performing a paid supplemental within the regular workday. Additionally, CEA bargaining unit members who do not hold the department chair/leader supplemental, but were boarded for hours to serve on the BLT, can only receive payment for hours worked outside the regular workday.

Remember that your  
**CEA Master Agreement**  
is always located  
on our website at

[www.ceahio.org/cea-contract/](http://www.ceahio.org/cea-contract/)

and click on

**2019-2022 CEA Master Agreement**

Columbus  
Education  
Association

cea

Master  
Agreement  
2019-2022

We put you *first* at  
**Education First  
Credit Union!**

education *first*  
credit union  
*The Smart Choice In Banking.*  
[www.educu.org](http://www.educu.org)

Join your credit union and start  
saving money!

- Low Rate Auto Loans
- Higher Rates on Savings
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