

## Is Your License Expiring?

If your Five-Year Professional License expires in 2021, you were sent an email from Human Resources in November with comprehensive instructions for renewing your license. If you have a Resident Educator License that expires in 2020, you will be receiving an email from Greg Mild in Professional Learning & Licensure. Your teaching license is your most important credential. Please read the email carefully. That detailed email contains specific instructions about the renewal process for this year, including how to complete the online application process through the Ohio Department of Education (ODE) website. Failure to comply with renewal regulations could result in non-renewal from the District.



If your license from ODE is expiring June 30, 2021, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Feb. 1 to be licensed by the ODE for the 2021–2022 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.

In addition to the online application, you will need to complete a background check. All fingerprint results must be completed electronically through Web Check. A permanent certificate still requires fingerprinting every five years. The Human Resources Department, located at 3700 S. High, oversees this process. The CCS Fingerprint Office is open Monday through Friday, 8 a.m.–4:30 p.m. Accepted forms of payment are credit/debit card or money order made payable to Columbus City Schools. Please use this link to schedule a date/time to complete your fingerprints: <https://bit.ly/ccsFPsignup>. If you have any questions about the date of your last background check, or if you do not plan to renew your license, contact Leslie Butler, Human Resources, Teacher Licensure, at [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us). Any questions concerning CEUs or the license renewal process should be directed to Greg Mild at [gmild@columbus.k12.oh.us](mailto:gmild@columbus.k12.oh.us).

## Reform Panel Update

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglio and Supt. Dr. Talisa Dixon. The committee consists of six Association members, appointed by the President and approved by the CEA Board of Governors, and six members of the administration assigned by the Superintendent. Association members include: Cassandra Daniels (Champion MS), Amy Glowark-Mondillo (Scottwood ES), Kim Ogilbee (Starling K–8), J. Sanchez (Northland HS), Izetta Thomas (ECE), and Angela Zalenski (Elem. Art).

The Reform Panel meets on the third Wednesday of each month to review variance requests. A variance is a requested change to the *CEA Master Agreement* specific to a particular school or unit, generally for a particular period of time. In order for a variance request to be heard by the Reform Panel, a minimum of two-thirds of the CEA bargaining unit members in a school or unit must vote in favor of the variance in a secret-ballot vote held by the Senior Faculty Representative. Variances heard by the Reform Panel require a majority vote to be approved. Neither co-chair votes unless there is a tie.

CEA believes that the best decisions about teaching and learning are made at the building level by the people who work there. Successful districts have moved from centralizing

operations and support to building-level support. We have a tool: the Reform Panel, we need to use it. Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation of the contract. Here are the variances that have been acted upon since the end of the 2019–2020 school year.

Meeting Date	Building/Unit	Variance Request	Vote Outcome
June	Cols. Gifted Academy	Request for teachers to teach six classes	Approved
June	Beechcroft HS	Request to continue the current modified schedule	Approved
June	School Psychologists	Request to continue the current mentorship program in lieu of PAR	Approved
June	Walnut Ridge HS	Request to block schedule	Approved
June	Walnut Ridge HS	Request to amend parent/teacher conference schedules	Approved
June	Walnut Ridge HS	Request for teacher to teach six classes	Approved
September	Beechcroft HS	Request to amend schedule during remote learning period	Approved
September	Olde Orchard ES	Request to amend Unified Arts schedule during remote learning period	Approved
September	Parsons ES	Request to amend Unified Arts schedule during remote learning period	Approved
September	Georgian Heights ES	Request to amend Unified Arts schedule during remote learning period	Withdrawn
September	Cols. Africentric EC HS	Request to split Department Chair contract	Approved
September	School Nurses	Request to renew school nurse exclusion from the PAR program	Approved
September	School Nurses	Request to renew use of Record Days and PD Days interchangeably	Denied
October	Burroughs ES	Request to hold one 1.5 hour staff meeting per month on Wednesdays	Approved
October	Walnut Ridge HS	Request to split Department Chair contract	Approved
October	Centennial HS	Request to split Department Chair contract	Approved
November	Mifflin HS	Request to amend parent teacher conference schedule	Approved
November	Mifflin HS	Request to split Department chair	Approved
November	Cedarwood ES	Request to consolidate building staff meetings	Approved

## Get Rewarded for Holiday Shopping

Whether you're shopping for holiday presents, booking your flight home for the holidays or making everyday purchases such as groceries, gas, clothes, classroom supplies or books, you can make your hard-earned dollars pay you back with customer loyalty reward program cards, apps and codes. You'll still be buying the same items, but when you use rewards programs, you'll get more value for the money you spend.



Incentivizing loyal customers has become a big business. Rewards program memberships have grown at a strong, steady rate. According to the recent data published by Colloquy, loyalty programs boasted 3.8 billion memberships in 2017.

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**The CEA Master Agreement is set to expire in fewer than 618 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>CCS Administration</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/District's expanded the citywide testing program (Standards Mastery Test) prior to discussion with representatives of the Association as provided in Article 108.	The grievants shall be made whole in every way, including but not limited to the following: The Board/Administration cease and desist from the current expansion of the citywide testing program prior to discussion with Association representatives as provided in Article 108. We also ask that NO REPRISALS be taken against the grievant(s) due to the filing of this grievance.	Step II hearing conducted. Awaiting the district's response.
<b>Sherri C. Williams Columbus Africentric Early College 6-8</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Columbus Africentric Early College 6-8 Principal, Principal Sherri C William, acting as an agent of the Board of Education for Columbus City Schools, issued a Summary of Conference to grievant without just cause.	The grievant shall be made whole in every way, including but not limited to the following: The district shall withdraw the Summary of Conference issued on or about November 13, 2020 from the grievant's personnel and discipline files. Any record of the Summary of Conference Issued on or about November 13, 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 Summary of Conference issued on or about November 13, 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 reprisal against the grievant by any agent of the Board of Education for the filing of this grievance.	Step I Hearing pending.
<b>CCS Administration</b>	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	Step II hearing conducted. Awaiting District response.
<b>Dr. Tonya Milligan Briggs HS</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Principal at Briggs HS, Tonya Milligan, failed to ensure that the grievant would be paid the full amount, \$3,542, for their coaching service under Section 905.01.	That the principal ensure the grievant is paid the full amount of \$3,542 for their coaching service and that NO REPRISALS be taken against This Bargaining unit member due to the filing of this grievance.	Step I hearing conducted. Awaiting principal's response.

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## Target your loyalty for optimal rewards

The average U.S. household belongs to 29 rewards programs but uses only 12 of them. "By spreading your shopping over that many programs, you risk diluting the rewards value you get back," says author Jeff Berry, senior research director at Colloquy.

Berry suggests weeding out programs you rarely or never use, or those that no longer fit your lifestyle. Focus on using the memberships that you and your family like the best and use the most as well as those that offer rewards you actually want to use.

For example, if you tend to travel more often by car than by plane, choose a loyalty program that gives you fuel rewards instead of frequent flyer miles.

## Double up for bigger rewards

Seek out "twofer" loyalty programs that boost your savings or let you accumulate points faster—fast enough to make changing your shopping habits worthwhile, Berry says. Some retailers and grocery stores offer cards that give you a discount on regular items and extra savings on its in-store pharmacy purchases.

"Another example is booking a flight with a loyalty program credit card where the purchase awards you both airline points and credit card points," Berry says.

Look for loyalty programs that reward you with "soft benefits" that add convenience or save time, or both. Banana Republic offers free alterations for loyalty members, and Kroger's free apps provide coupons and shopping list tools. Other program benefits could include members-only shopping hours, check-in lines, free shipping and more.

## Many ways to get rewarded for shopping

Signing up for and participating in rewards programs is definitely worth the time and effort. The money you end up saving can be applied to other expenses or used to splurge on something you might not be able to afford otherwise. After all, Berry says, "We all deserve something special from time to time."

Here are some rewards programs to consider adding to your "favorites" list:

1. Drink up Starbucks rewards—If you rely on Starbucks to keep yourself fueled throughout the school day, then consider registering a Starbucks Card. As you accumulate stars for visiting, you'll be rewarded with special coupons and even free items. For the holidays, snap up some gift cards to hand out as presents. Your recipients can add the value to their own Starbucks app account. New members get a free drink or food reward on their birthday, plus coupons, special offers and exclusive invitations. When you reach the next level, you'll enjoy free refills of coffee, iced coffees and tea.
2. Fill up your grocery cart—and your car—for less—Many grocery store chains offer rewards programs to help loyal customers save money on groceries and gas.
3. Dine out with delicious discounts—When you take a break from holiday hosting to head out to your favorite restaurant, ask a server or manager if there's a rewards program you could join. Check the restaurant's website or a recent receipt to sign up online. For example, sign up for the Longhorn Steakhouse e-club and receive coupons, free items, and other deals. Red Robin, gives card-holding members free birthday meals, every 10th entree free, advance notice of new menu items and reduced-price appetizers and desserts.
4. Stock up on wellness rewards—Staying healthy during the holidays is a top priority, and you may even find some fun stocking stuffers in the aisles of your local drugstore. Walgreens members get paperless coupon savings, special promotions and member-only offers. You also can use the Walgreens app to keep track of your rewards. Walgreens' Balance Rewards let you earn points to redeem for cash savings on your next purchase. Members earn points for every prescription, immunization, and you can even earn points for making healthy lifestyle choices, such as walking and regular

weigh-ins. Check your favorite drugstore's rewards program deals, including CVS, Rite-Aid and more.

5. Rack up tailor-made savings—Nordstrom sells clothes, shoes and accessories for women men and children, and members of its rewards program, the Nordy Club, earn points when shopping at Nordstrom, Nordstrom Rack and Nordstrom.com. Those points can be cashed in for merchandise. The Nordstrom program offers four levels of membership, and each level unlocks more rewards and new experiences. For example, when you reach the highest level—Ambassador status—you'll get \$300 toward free alterations. But you'll receive special perks at any level.
6. Get credit-card rewards—Earn even more when you pay with a credit card that gives you rewards you like, want and really will use. To maximize your cash back, consider the NEA Cash Rewards Card. You'll earn 3% CASH BACK in the CATEGORY OF YOUR CHOICE: gas, online shopping, dining, travel, drug stores, or home improvement/furnishings. You'll automatically earn 2% cash back at grocery stores and wholesale clubs, and 1% cash back on all other purchases. Earn 3% and 2% cash back on the first \$2,500 in combined choice category/grocery store/wholesale club purchases each quarter, then earn 1%. And there's a special incentive for new account holders: You can qualify for a special bonus offer by using your new Cash Rewards credit card to make at least \$500 in purchases that post within 90 days of your account's open date.
7. Ink a rewards deal—Educators who use lots of printables would love to find ink cartridges in their stockings. Stores such as Office Depot and Staples offer savings through customer rewards programs, which helps a lot if you're a fan of printables in your classroom. For example, spend at least \$30 on ink or toner at Staples, recycle your used toner and get \$2 back per cartridge. Members can also earn up to 5% back in rewards on store purchases.
8. Get groomed for savings—Pets need presents, too! Petco's Pals Rewards program gives members preferred pricing on hundreds of products, plus exclusive discount coupons. Members earn rewards dollars for the pet food, treats, toys and grooming services they buy. PetSmart's Treats rewards program gives members exclusive in-store discounts, personalized coupon offers and shopping rewards, and "Customized Deal Alert" emails that notify you when your favorite products go on sale. Get points for every purchase!
9. Earn cash back when you shop—When you shop through the NEA Discount Marketplace, powered by Rakuten, you can earn cash back, which will be sent to you quarterly via check or PayPal. Each retailer listed will display its cash back rate and terms.
10. Branch out via catch-all shopping apps—Shopkick is a location-based smartphone app (iOS, Android) that rewards shoppers just for walking into participating stores such as Best Buy, Macy's, Sports Authority, Crate & Barrel and more. You'll get more rewards points, called "kicks," when you scan items and make purchases. Shopkick claims to be "the most widely used real-world shopping app." With iBotta, a free app for iOS or Android, you can earn rewards through actions, such as by reading facts, watching a video or taking a poll. Then, redeem those rewards to pay for purchases next time you shop. "The best part is that you earn real money, not points or other made-up currencies," the company says, and 100 percent of what you earn can be transferred to PayPal or Venmo as soon as you earn \$5 or cashed out for a gift card after you earn \$2. CheckPoints lets you collect points when you watch videos, take quizzes, shop online, search and more. Those points pay off in rewards big-name gift cards. And you can enter to win giveaways of free gas cards, shopping sprees and other benefits. Points.com helps you track and manage more than 100 top loyalty programs, including frequent flyer miles, hotel points and credit card rewards. The program displays your

latest reward balances and stores member account numbers, and it lets you convert points, miles and rewards from one loyalty programs to another, trade points with other Points.com members (fees vary for member-to-member trades) or convert points to PayPal funds.

## Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR). To download the job-share packet for the 2021–2020 school year, go to the CCS Intranet.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <https://bit.ly/jobshare2122> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m., Thursday, Dec. 17. On Friday, Dec. 18, a list of potential job-share partners will be emailed to each applicant completing the online form to assist in finding a jobshare partner. Each partner's completed job-share packet is due to CCS Human Resources, no later than 5 p.m., Tuesday, Jan. 12. If you have further questions about job sharing, contact Cindy Love at CEA at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

## Grants For New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates. Interested teachers should go to <https://bit.ly/GGfirstyear20> to download the application form. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at [jvalentine59@aol.com](mailto:jvalentine59@aol.com) or sent via USPS to 69 Iron Ore Ct., Columbus, OH 43213. Completed grant applications must be received by Dec. 14, 2020. Grant recipients will be notified by Jan. 15, 2021.

## You Are Not Alone: EAP is Here

From time to time, we all feel stressed out. We have a tough job and personal problems on top of everyday challenges can make even the strongest among us feel alone sometimes. Luckily, one of your negotiated benefits is the Employee Assistance Program, also known as EAP. It is a way for you to obtain help, at no cost to you, for confidential and private counseling services. The program is run by ComPsych, which provides supportive resources via phone and website.

You can get a referral for matters related to work, family, health, and other areas of your life when you call **800-774-6420**. Referrals include free, short-term counseling for stress, depression, grief, substance abuse, family and caregiving consultation, legal and financial issues, household matters, and personal and family safety. It is a good idea to consider counseling if you:

- Feel overly preoccupied with a problem
- Fail repeatedly to solve a problem by yourself
- Find yourself denying that a problem exists or hoping it will go away
- Feel that you don't have the resources to resolve an issue
- Feel unhappy most of the time
- Experience problems with family or friends

ComPsych's website, [www.guidanceresources.com](http://www.guidanceresources.com), features



articles, assessments, webinars, financial calculators, searchable databases, skill builders, and more. When you go to the website, use “CCS” as the company ID to register.

## 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.



**Dec. 8 Reset, Refine, & Refresh Your Classroom Environment**  
(0.2 CEUs)

**Dec. 15 Books Bring Balance-High School (Session 2)**  
(0.1 CEUs)

Register today on PD Planner for any or all of these sessions. All classes will begin at 4:30 p.m. 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: Michelle A. Innis-Dorsey** 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.
- 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. The fund is usually depleted before winter break, so if you have been thinking about some special training activity, apply now.
- Paid Holidays: Know Your Leave Balance**  
Section 1501.03 of our contract provides for certain paid holidays throughout the school year, such as winter break. Pay for holidays is not a given. Members who are not in a “paid” status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.
- CEA Needs Your Personal Contact Info**  
We need your personal (non-CCS) email address and your cell phone number so we can communicate important information to you. CEA needs to communicate critical information to you by the most expeditious means as possible, and that is not always the *CEA Voice*. We can communicate to you in a moment’s notice through text messages and emails. Send an email with your contact information to Kathy Wilkes at wilkesk@ceaohio.org.

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

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

**and click on**

**2019–2022 CEA Master Agreement**

**Columbus Education Association**

**cea**

**Master Agreement 2019–2022**

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**Go to [www.ceaohio.org](http://www.ceaohio.org) to find out more about our Association and how to become an active member.**