



Honoring Black Americans

This month, we remember the contributions of many Americans who were left out of the history books for many decades. It is our opportunity to share the accomplishments of American heroes and to emphasize that American history isn't the purview of any one group of people.

Black History Month began in 1926 when historian Carter G. Woodson urged fraternity brothers of Omega Psi Phi Fraternity, Inc. to help promote a "Negro History Week." Woodson, a Harvard-trained historian, believed that promoting the achievements of black people would help to combat prejudice and build a sense of pride among his people.

Since 1976, every U.S. President has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating black history.

This year's Black History Month theme is The Black Family: Representation, Identity, and Diversity. The black family has been a topic of study in many disciplines—history, literature, the visual arts and film studies, sociology, anthropology, and social policy. Its representation, identity, and diversity have been revered, stereotyped, and vilified from the days of slavery to our own time. The black family knows no single location, since family reunions and genetic-ancestry searches testify to the spread of family members across states, nations, and continents. Not only are individual black families diasporic, but Africa and the diaspora itself have been long portrayed as the black family at large.

While the role of the black family has been described by some as a microcosm of the entire race, its complexity as the "foundation" of African American life and history can be seen in numerous debates over how to represent its meaning and typicality from a historical perspective—as slave or free, as patriarchal or matriarchal/matrifocal, as single-headed or dual-headed household, as extended or nuclear, as fictive kin or blood lineage, as legal or common law, and as black or interracial, etc. Variation appears, as well, in discussions on the nature and impact of parenting, childhood, marriage, gender norms, sexuality, and incarceration. The family offers a rich tapestry of images for exploring the African American past and present. For classroom resources, go to <https://asalh.org/black-history-themes/>.

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.

Thank a School Counselor

This year's National School Counselor Week's theme is "School Counselors: All In for All Students," and will be celebrated from Feb. 1–5, 2021.

The purpose of National School Counselor Week is to focus public attention on the unique contribution of school counselors within U.S. school systems. Counselors work in professional partnerships with school staff,



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The CEA Master Agreement is set to expire in fewer than 562 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
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.	Step I Hearing pending.
Sherri C. Williams Columbus Africentric Early College 6-8	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Columbus Africentric Early College 6-8 Principal, Principal Sherri C Williams, 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.	Based on the information presented at the Step 2 grievance, there was no evidence presented that management violated the Master Agreement between CEA/Board of Education. Based on the above, the relief requested is denied.
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 2019-2022 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.	Step II Hearing held. Grievance denied.
CCS Administration	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. 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." 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." Article 210.03 of the 2019-2022 CEA-CCS Master Agreement reads, in relevant part: "For grades Pre-Kinder-garten 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."	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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business and industry, parents/families, and the community to focus on positive ways to enhance students' social/personal, academic, and career development. It is frequently a counselor who can make a positive difference in a child's life. For instance, professional school counselors help students set goals, explore career plans for college, select appropriate courses for post-secondary options, develop skills in decision making, manage conflicts, and problem solving.

At CEA, we would like to recognize our counselors who engage students in examining and improving their abilities, strengths, interests, and talents. They also work in partnership with parents and support teachers and other educators in providing an educational system where students can realize their potential. National School Counseling Week is sponsored by the American School Counselor Association. Visit <http://bit.ly/2021scw> for more

information and a list of suggested activities. When you see your school counselor, say, "Thanks." From all of us at CEA to all CCS counselors: A great big cheer of appreciation for all you do.

Wintry Conditions

Weather conditions are difficult to predict. When a storm will hit, its length and the amounts of snowfall are variables that make the decision to close school very difficult. After the decision to keep schools open has been made, making sure parking lots and sidewalks are clear is crucial for the safety of parents, students, and staff.



Article 206.05, in the *CEA Master Agreement* speaks to snow

and ice removal in parking lots. The following information outlines the snow plowing and salting procedures for Columbus City Schools.

- Sidewalks are to be plowed and/or salted by the custodial staff of the building. Custodians will remove snow and ice and apply ice melt (salt) to all entrances, walkways, steps, and sidewalks. In addition, they will salt a single path through the staff parking lot for safe passage.
- Playgrounds will not and should not be plowed. Plowing equipment can easily damage the playground surfaces.
- Snow Plowing occurs when snow accumulation in parking areas is determined to affect the continuity of operations and provided there is school the next day and enough time is available to complete the plowing before the school day begins.
- Contractors are responsible to plow snow from parking lots and the entrance and exit drives of buildings.
- Contractors are to plow snow in such a way that it does not cover or block fire hydrants, sidewalks, entryways to the parking lot, doorways to the school or service buildings, trash dumpsters, or bus drop off areas.
- Salt may be spread on packed snow and ice when safety conditions require such activity and may not involve all building sites due to possible varying conditions in different parts of the city.
- If contract plowing is not used and snow or icy conditions occur; Buildings and Grounds will plow or salt Administrative Sites, Special Needs areas such as handicap sites, and hills at the discretion of the Director of Buildings and Grounds.

Reorganization: It's Elementary

This is the time of the year when principals begin to organize their staffs. It's mostly the elementary principals who seem to be confused by this process—every year. The deadline for notification of reorganization is Friday, Feb. 5. Principals must follow the rules when staff reducing and reorganizing staffs:

- Reductions are made by category: K and 1–5.
- Reducing a kindergarten teacher? You must reduce from among the current kindergarten teachers, the volunteer or the least senior teacher.
- Reducing in grades 1–5: Only the volunteers or the least senior teachers are staff reduced. Staff-reduced teachers cannot be reorganized into vacancies.
- Kindergarten teachers may not be reorganized into grades 1–5 or 1–6 positions, and vice versa, unless a vacancy is available and with the agreement of CEA and Human Resources. This includes looping in grade-level categories.
- Principals should provide bargaining unit members written notice of their reorganization. Such written notice should indicate whether or not the grade level teachers are being reorganized is a “self-contained” or “departmentalized” classroom, along with the subject(s) that teacher will be teaching.

If you have questions regarding the reorganization and staff-reduction process, read Section 211.03 of the *CEA Master Agreement*; or call CEA at (614) 253-4731.

Article 211: Staff Reductions

The Article 211 process includes an “Article 211 Roster Lab” for administrators. It is at these Roster Labs, held over the past week, that building principals learn of their staffing allocations. As a result, administrators may be required to staff-reduce additional least-senior teacher(s) or volunteers to meet their allocation total. The roster that administrators receive will list all “automatically” staff reduced teachers. The list of “automatically” staff reduced teachers are as follows:

- Elimination of program or school closure;
- Assignments by Human Resources after completing a two-year placement;
- Job-Fair positions after completing a two-year placement;
- Teachers approved by Human Resources for a Voluntary Staff Reduction.

The deadline to notify a teacher of an administrative staff reduction due to declining enrollment is Friday, Feb. 5. If an administrator must staff reduce a teacher due to declining enrollment, the principal must first ask for volunteers in the area of certification needed for the staff reduction. If no one volunteers, the least senior teacher in the area of certification is staff reduced. Seniority is based upon hire date and board date by the District, not how long a bargaining unit member has worked in a building/unit. If you have any questions, contact the CEA office at (614) 253-4731.

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. Submit your application 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.

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.

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 March 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.

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 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.



Denise K. Sizemore

Summer Fee Waivers Coming

The Summer 2021 Fee Waiver online application process is just around the corner. 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 on how to complete the online application can be found at <http://bit.ly/2jhWSjd>. The application period will open on Monday, Feb. 1, and close at 11:59 p.m. on 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.

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.

CCS Racial Justice Initiative Dream Grant Professional Development

Come “Freedom Dream” with us as we read *We Want to Do More Than Survive: Abolitionist Teaching and the Pursuit of Educational Freedom* by Bettina L. Love and put our dreaming into practice. This five week course will use Dr. Love’s work as our North Star as we learn the skills and pedagogies to critically interrogate the texts we use in our classrooms. We will learn from the texts, from one another, and from guest speakers whose work inspires our communities.

Space is limited to 10 educators committed to abolitionist teaching, to sharing what they learn with others, and to using the books we provide in their classrooms right away. Each educator selected will receive Dr. Love’s book and a carefully curated set of picture, poetry, middle grade, and young adult books. Safe, socially distant book pick up will be at Fort Hayes HS. To apply, go to <http://bit.ly/3qY7mF2> by 5 p.m., Feb. 12, 2021. Selected individuals will be notified on Feb. 15, 2021. For more information email Izetta Thomas at ithomas3388@columbus.k12.oh.us or Allison Volz at avolz7340@columbus.k12.oh.us.

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 accom-

modations 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 Calendar 2021 (Conducted Virtually)

February		
Friday	5	Administrative Staff Reduction Notification (Please ensure written notification is provided.)
		Deadline to Notify Staff of Reorganizations (Please ensure written notification is provided.) *Future reorganizations may be necessary due to vacancies that occur.
Wednesday	10	Alternative Interview Panel due to CEA
Wednesday	10	Round 1 Vacancy Postings <u>only</u> for WLMS
Thursday	11	Round 1 Interviews will begin <u>only</u> for WLMS
Friday	12	Round 1 Postings OPEN [All known openings] by 2 p.m.
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

Unique 211 Opportunity to Apply at WLMS

The District's new World Language Middle School (WLMS) will open at the former Dominion MS location at the start of the 2021–2022 school year. The program will provide a rigorous bilingual language immersion continuum of Spanish and French for rising students from the Columbus Global Academy, as well as the District's two immersion schools—École Kenwood French Immersion and Columbus Spanish Immersion Academy. All of the vacant positions for this brand-new school will be included in the Article 211 Selective Interview Process.

Note the following:

- The posting and interview timeline for WLMS, in both rounds, will start earlier than the rest of the District due to the large number of vacancies at the school; dates are detailed in the Article 211 Calendar Revision.
- Offers to selected WLMS applicants will be made at the same time as other selected applicants at other schools.
- CEA bargaining unit members under a three-year commitment in their current position who meet the qualifications for any WLMS vacancy may apply at that school in Rounds 1 and 2. This waiver applies only to WLMS per the MOU signed by your Union and the administration.

If you have any questions, call CEA at (614) 253-4731.

Continuing Contract: Apply by Mar. 5

It is that time of year to apply for a Continuing Contract. The Continuing Contract application is a Google Form. Bargaining unit members will have to be logged into their CCS Google account in order to access the online form. To complete the online application go to <https://bit.ly/CCapp2022>.

You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract Article 401.16, to be eligible to receive a continuing contract you MUST have the following:

- A five-year professional license or a permanent certificate shall be on file in Human Resources. **The certificate/license should be received in Human Resources on or before Mar. 5, 2021.**
- At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years. If you previously had a continuing contract in Columbus, or another Ohio district, you must have completed two successful years of successful Columbus teaching experience.

Under the new licensing standards, you must also meet the following coursework requirement:

- If you hold a master's degree at the time of initially receiving a teacher's certificate/license, then six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you do not hold a master's degree at the time of initially receiving a teacher's certificate/license, then thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.

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 Mar. 5, 2021. If you have questions, email Leslie Butler at license@columbus.k12.oh.us.

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. 4 Make and Take Mini-Session: Nearpod (from 4–5 p.m.) (0.1 CEUs)**
- Feb. 9 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)**

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.
- ☐ **Save the Date: CEA February LA:** 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 next meeting will be held Thursday, Feb. 4, at 4:30 p.m.**
- ☐ **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.** **Declaration Forms are available on CEA Website and due at the CEA office no later than 4:30 p.m. on Friday, Feb. 12. 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.
- ☐ **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 possible, and that is not always the *CEA Voice*. We can communicate with you in a moment’s notice through text messages and emails. If you are not receiving messages from CEA, send an email with your contact information to Kathy Wilkes at wilkesk@ceaohio.org.

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.



CEA Office Contact Information

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Invite a new educator to become a CEA member

If you know someone is new to your building, send them to www.ceaohio.org to find out more about Union benefits and see how to [become a member](#).

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

www.ceaohio.org/cea-contract/

and click on

2019–2022 CEA Master Agreement

Columbus Education Association



Master Agreement 2019–2022

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Get on the ballot

It's your time to make your voice heard while serving your fellow CEA members. Consider running for an Association office. Think of those who came before you. Now is the time to get involved with your Association.