

Statement of CEA President on the Killings of CCS Students Ma'Khia Bryant and Trevon Dickson

We lost two of our students to violence within one hour last Tuesday.

Trevon Dickson was killed by a fellow student. Ma'Khia Bryant was killed by the Columbus Police Department after she called them for assistance. Our thoughts are with their families, friends, and school communities.

Both killings took place in seconds but stem from long-standing problems in our community. There is not a day that goes by without a shooting in our neighborhoods. Not a day goes by without many of our families falling further behind in one of the most economically segregated cities in the United States. Not a day goes by without our students and families experiencing systemic and institutional racism at the hands of our broken justice system.

What I saw on the news yesterday reminded me of so many incidents that I, and all CEA members, have witnessed in our schools and worked to deescalate as teachers. No dispute between children should result in death.

Ma'Khia should be alive today. Trevon should be alive today.

We call on our city leaders to take sweeping and transformational action that meets the urgency of these tragedies. Action to reduce gun violence, action to address economic inequality, and action to stop the deaths of our students and families at the hands of those sworn to protect them.

Two of our students were robbed of their futures. No more words. It's time for action.

In Solidarity,



John Coneglio
President

Webinar: Child Labor Reform, Unions, & Civil Rights

On Monday, Apr. 26, at 6:30 p.m., the Central Ohio Worker Center is hosting a webinar, streamed live via Zoom and Facebook Live, discussing the historical connections between the child labor reform, union, and civil rights movements. Learn about the rights of young workers on the job. Participate in a discussion about how ordinary people have made history to win racial and economic justice and what we can do today in our own schools, workplaces, and communities to bring about lasting positive change. Hear from our experts and participate in a question and answer session about the issues most relevant to you!

This program is appropriate for high school students and adults. Please share this free event with your students and attend.

Link to Sign-Up: <https://bit.ly/3nfhQ26>

Link to Facebook Event: <https://bit.ly/32HK38u>

CCS SEL One-Day Virtual Summit

Do you utilize evidence-based strategies, or approaches to create innovative and differentiated social emotional learning experiences? If yes, the Department of Equity Office of Social Emotional & Student Support Services encourages you to submit a proposal to present at Columbus City School's SEL One-Day Virtual Summit on Wednesday, June 9, 2021.

A committee will review your submission and make se-

lections based on conference goal alignment and topic needs. Proposals may be submitted individually or as pairs of co-presenters.

Key areas of focus include:

- Building Foundational SEL Knowledge and Creating awareness, commitment, and ownership of social emotional learning through the development of a shared vision and engaging in collaborative planning (CA-SEL School-wide Implementation-Focus Area 1).
- Strengthen Adult SEL and further develop staff capacity for cultivating their own social, emotional, and cultural competence; modeling SEL; and building collaborative and trusting relationships (CASEL School-wide Implementation-Focus Area 2).

Three learning pathways for participants to choose from:

Adult SEL-Self: Opportunities to cultivate your own social, emotional, and cultural competence, collaborate with others, build trusting relationships, and maintain a strong community.

SEL and Equity-Staff: Adults reflect on their own identities, assets, and biases, and engage in culturally responsive practices and conversations around equity.

Schoolwide SEL-Students: Promote the integration of SEL objectives into instructional content and teaching strategies for academics as well as music, art, and physical education.

The submissions collected from this Call for Proposals will be considered for 60-minute session(s). Selected presenters will receive correspondence via email with specific details and compensation information.

Completed proposals are due by 5 p.m. on Friday, May 7, 2021. Go to <http://bit.ly/SELoneday21> to submit your proposal.

Thank you for your interest in presenting at Columbus City Schools SEL One-day Summit.

Evaluations: Know Your Responsibilities

As we approach the end of the evaluation process for this school year, there are a few things you must complete to ensure everything is in order. Keep the following dates in mind as we close out 2020-2021 evaluation cycles.

ODE has a required electronic teacher and principal evaluation system (eTPES) that is used for reporting the evaluation results for classroom teachers & school counselors (*not LSPs*).

- **Apr. 22-27:** (Check your CCS email for directions on this step from ILEAD Administration.) Teachers and school counselors should log into eTPES and acknowledge Final Summative Rating by entering your PIN. This acknowledgment only indicates that you have seen your ratings, it does not indicate that you are in agreement with your rating. (If not completed by **Apr. 27** your evaluator will confirm rating in eTPES.)
- **Apr. 28-May 7:** Teachers and school counselors will receive a printout/electronic version of their Final Summative Rating Report from eTPES from building principal or evaluator. Staff on the LSP rubric will receive a printout/electronic version of their Final Summative Rating Forms from ILEAD from building principal or evaluator. This constitutes the Final Conference for the school year.

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

- Educators that have an overall Final Summative Rating of "Ineffective."
- Educators that have an "Ineffective" performance rating.

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The CEA Master Agreement is set to expire in fewer than 478 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
Edmund Baker South HS	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 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 Nikki 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.	The CEA Board of Governors has voted to send this grievance to arbitration.
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-Kindergarten through grade five (5): a. The grade entry window shall be open beginning twenty (20) school days before the end of each grading period and ending the day prior to distribution of grade reports. 3. All teachers shall have final student grades entered into the electronic grading system in accordance with the grade mark entry schedule."	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.	Article 210.03-The CEA Representative is correct that the grading window was open to allow the teachers the ability to enter the updated grades. However, this action is not prohibited by the Master Agreement between CEA/CCS. This action is not a violation of contract and does not prohibit Management from reopening the window to facilitate student support. The agreed upon MOU indicates that teachers will communicate to ensure student success. The grade change was not included in the MOU. Furthermore, nothing in the Master Agreement prohibits that grading guidelines violate the contract. 201.03-Is a notification provision and there is no pre-emption of grade change process. There is nothing in this article that restricts outreach efforts. These efforts can provide opportunities for student success. Relief Requested. In lieu of the above, there is no evidence to support the Union claims that Management was in violation of the Master Agreement or Article 201.03 and 210.03. The CEA Board of Governors has voted to send this grievance to arbitration.

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- Two evaluators and the overall rating is questionable.
- The evaluation contains a procedural error.

The Evaluation Appeal Form will be available on May 10 on the ILEAD website at <https://www.ccsok.us/Page/2360>. To file an appeal, submit the completed form along with appropriate documentation to Teri Mullins at CEA by **4:30 p.m., Friday, May 21, 2021**. The Joint Evaluation Panel will meet to review appeal requests the week of **June 7**.

Consider Donating to the Catastrophic Sick Leave Bank

The following members have been approved for **Catastrophic Leave** and are in need of donated days:

Lisa Atkinson	Easthaven ES
Renée Castorano	Wedgewood MS
Sharon Cullman	Clinton ES
Michelle A. Innis-Dorsey	Duxberry Park ES
Faye Love	East Linden ES
Cindy Meister	Clinton ES
Akia Scruggs	Briggs HS

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.

Reserve Your CEA Solidarity T-shirt TODAY

Your Union has received many requests from members who would like to purchase their own **CEA Solidarity T-shirt**. Recently, the CEA Board of Governors approved the purchase of a shirt for every member, *free of charge*.

This year, the classic CEA Solidarity T-shirt has been slightly redesigned. The shirt is unisex, union-printed, and made of 100 percent Airlume pre-shrunk, combed, and ringspun cotton.

We anticipate these shirts arriving at work locations beginning in early May. To ensure the earliest possible availability, make sure you reserve your shirt **no later than Monday, Apr. 26, 11:59 p.m.** Members who do not reserve a T-shirt will have to pick one up at the CEA Office. To make sure you receive a correctly-sized T-shirt, reserve yours now by going to:

<https://www.surveymonkey.com/r/PPJLQLS>



Fall Fee Waivers Applications

The Fall 2021 Fee Waiver online application period opens **Monday Apr. 26**, and will close **Friday, May 11, at 11:59 p.m.**

CEA members can access the online application from home or work using their **CCS email username** and **password**. Have your **college ID number** available when applying. The online form will automatically send you a confirmation email once your application is submitted. Instructions to complete the online application can be found at <http://bit.ly/2jhWSjd>. If you have **Priority 1** or **Priority 2** status, 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.

The Fee Waiver website (<https://www.ccssoh.us/Page/4815>) has been updated to provide you with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines. Contact Sara Lowery at slowery@columbus.k12.oh.us if you have any questions.

OEA and OFT Oppose Legislative Attack on Trans Students

[April 14, 2021] Melissa Cropper, President of the Ohio Federation of Teachers, and Scott DiMaurro, President of the Ohio Education Association, released the following joint statement in opposition to HB 61 & SB 132, bills that would ban trans students from competing in school sports consistent with their gender identity.

“These bills, HB 61 and SB 132, are not just a sports ban, this is part of a coordinated national attack on the safety and lives of trans students. As educators, we are speaking up because we know that our students don’t thrive when they’re not safe and healthy, and because every student deserves respect and equal opportunity.

HB 61 and SB 132 are a bad solution in desperate search of a problem. The Ohio High School Athletic Association has already implemented a detailed policy that ensures that trans students have equal opportunity while maintaining fair competition in women’s sports. Efforts to throw this policy out in favor of widespread discrimination of trans athletes are just mean-spirited attempts by some politicians to wage a culture war in our schools rather than addressing the real problems that Ohioans face. While these bills won’t address any needs in our schools or any real issues with school sports, they will send a harmful message to trans students that they are not welcome and that it is not safe for them to be themselves in our schools.

Multiple studies have shown that trans youth attempt suicide at much higher rates than their peers. The existence of these bills and the vitriol that they spark are exacerbating factors that will put our students at greater risk. Over the past year, we stood up for commonsense COVID precautions in our schools because part of our job is keeping our students safe and that’s also why we are strongly opposed to HB 61 and SB 132.”

Take the Facility Master Plan Survey

Columbus City Schools is seeking your input. Help shape the future of the District’s facilities. Our Facilities Master Plan (FMP) committee is hosting several community conversations and you’re invited to participate.

Columbus City Schools is beginning a year-long FMP process in which community input is vitally important. They are starting by conducting Regional Community Conversations, which will be led by community volunteers and are open to the public to participate.

To sign up for a Regional Conversation, go to <https://forms.gle/KYxyjRPfn8dS3cCA> and submit your initial feedback on the state of the District’s school facilities. Ultimately, the year-long process will result in a comprehensive District Facility Master Plan.

STRS Elections and OEA Endorsements

When it comes to the oversight of retirement funds for Ohio’s teachers experience matters. The OEA Board of Directors has endorsed the candidacy of three current STRS Board members for re-election. **Carol Correthers** is running for re-election to an ac-

tive member seat on the Board. **Rita Walters** and **Robert Stein** are seeking re-election as retiree representatives on the Board. They are all committed to acting in the best interest of all STRS members and ensuring that STRS is strong and stable for the long haul.

In early April, ballots will be sent to all STRS members. Active employees, those currently paying into STRS are eligible to vote in the election for the active member seat. STRS retirees, are eligible to vote in the election for the retiree seats. Below is information on OEA’s endorsed candidates.

Carol Correthers (Active Seat)

Carol Correthers is an intervention specialist with over 20 years of experience in the Lorain City Schools. She is active in her local association and a former member of the OEA Board of Directors. Correthers has served on the STRS Board since 2009. During this time, the funding level of the STRS pension plan has improved significantly. This makes the future benefit payments for active teachers more secure.



Carol Correthers

Rita Walters and Robert Stein (Retiree Seats)

Rita Walters retired with 35 years of experience as a classroom teacher with Switzerland of Ohio Schools. As an active teacher she also served as president of her local association and on the OEA Board of Directors for 12 years. Walters was elected to the STRS Board in 2017.



Rita Walters



Robert Stein

Robert Stein is a retired teacher from Strongsville City Schools and was also Praxis III assessor with the Ohio Department of Education. Stein has served on the STRS Board since 2009.

During their time on the STRS Board, the solvency of the STRS retiree health care program has vastly improved. Once, projected to run out of money in a few years, the health care plan is now over 100 percent funded. Additionally, STRS continues to be recognized as a premier public retirement system and over 90 percent of retirees have favorable views of STRS.

Update: OTES 2.0

Next school year, our district’s teacher evaluation process will transition to OTES 2.0. This new framework is no longer a 50/50 split between Teacher Performance and Student Growth Measures (it is fully based on Teacher Performance).

Professional Learning & Licensure is partnering with ODE to offer several opportunities for new learning. The purpose of this 1.5 hour session is to provide an overview of the Ohio Teacher Evaluation System 2.0 (OTES 2.0). The OTES 2.0 Overview session is intended for those impacted by changes in legislation which prompted the revision of the current OTES, those being evaluated as licensed educators. Participants will gain a better understanding of Ohio’s transition from OTES 1.0 to OTES 2.0, shifts in focus throughout the evaluation system, and prompt future conversations about how to implement the evaluation system as a true professional growth model.

Objectives:

By the end of the session, participants will:

1. Meaningfully engage with information concerning the transition to the Ohio Teacher Evaluation System 2.0.
2. Examine the legislation, framework, and model information that comprise the Ohio Teacher Evaluation System 2.0.

Register for a session and learn more about OTES 2.0, go to <https://ccsoh.truenorthlogic.com> (Course Number: 41302). Remember to scroll down and click on “view all sections” in the bottom right hand corner to see all eight options. These sessions will be through Zoom and you will receive the link and any training materials the day before your session. Below are the dates and times for the overview sessions:

May 11	3:45–5:15 p.m.
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May 12	3:45–5:15 p.m.
June 15	10–11:30 a.m.
June 16	2–3:30 p.m.
July 21	4–5:30 p.m.
July 22	4–5:30 p.m.
August 10	4–5:30 p.m.
August 13	10–11:30 a.m.

If you have questions, contact **Wendy Jones** at ileadadmin@columbus.k12.oh.us.

Apply to Teach Summer School

The CCS Summer Experience Program (Summer School) application is now open and will remain open throughout the summer as hiring is finalized. Thanks to an MOU that was negotiated by your Union and the administration, this year, for the first-time ever, **Part-Time Hourly Special Education Intervention Specialists, Latchkey Teachers, and part-time hourly CEA bargaining unit members** are now eligible to apply for the 2021 Summer School.

All selected CEA bargaining unit members will receive a contract via school mail that must be returned in order to be placed in a summer position.

To apply, go to <http://bit.ly/2021ssCCS>. If you have questions, contact Emma Corbin, Summer Experience Coordinator at ecorbin5214@columbus.k12.oh.us.

Podcast Offers Insightful Discussions on Ohio's Education Issues

From navigating the challenges of reaching and teaching students amid the COVID-19 pandemic to the policy proposals that could finally fix Ohio's broken school funding system, there are many issues shaping the education landscape in our state every day. OEA's new podcast, *Education Matters*, is taking a deeper dive into all of them—and highlighting the innovative work of our members—in 20-minute, easily-digestible episodes every week.



Go to <https://feeds.transistor.fm/education-matters> to hear a short trailer.

New *Education Matters* episodes are published every Thursday morning, and you can catch up on the full season so far on Apple Podcasts, Google Podcasts, Spotify, and many other platforms, or at <https://feeds.transistor.fm/education-matters>.

Don't miss an episode! Subscribe to *Education Matters* for more thoughtful conversations to stay up-to-speed on all of the issues impacting Ohio's students, educators, schools, and communities.

We welcome your feedback. If there's a topic you'd like to hear about or you know of a member in your Local who should be featured, email educationmatters@ohea.org.

Important Quarantine Update from CCS

Effective Wednesday, Mar. 24, 2021, Columbus City Schools will follow the recently updated recommendations for exemption from quarantine after COVID-19 vaccination from the Centers for Disease Control and Prevention (CDC). The Ohio Department of Health and Columbus Public Health have also adopted this guidance, which may now be implemented.

Fully-vaccinated CCS employees with an exposure to someone with a suspected or confirmed case of COVID-19 should monitor for symptoms of COVID-19 for 14 days following the exposure and follow recommended isolation protocols if they develop COVID-19 symptoms.

However, they are not required to quarantine or be tested if they meet all of the following criteria:

- Are fully vaccinated, meaning:
 - Two-Dose Series (Moderna or Pfizer) at least two (2) weeks following receipt of the second dose.
 - Single-Dose Series (Johnson & Johnson) at least two (2) weeks following receipt of the dose.
- Have remained asymptomatic since the current COVID-19 exposure.

Quarantine Exemption Process:

1. Identify exposure;
2. Supervisor, School Nurse, or Building Administrator requests a copy of the employee's immunization card;
3. Supervisor, School Nurse, or Building Administrator views copy of the card and checks that it meets the criteria for 14 or more days after the last dose of vaccine;
4. Supervisor, School Nurse, or Building Administrator enters data on Columbus City Schools' Staff Member COVID-19 Tracking Form.

Note: Employees who cannot or will not submit a copy of their immunization card will be required to quarantine per Columbus Public Health guidelines.

Note from CEA: We have confirmed with the Director of Health Services, Dr. Kate King, that a digital photograph or other facsimile of their immunization card where the identifying information is clearly visible is acceptable. **CEA members should safeguard the original copy of their immunization card.**

CEA Presents April Showers with NEA Member Benefits

Each Tuesday and Wednesday at 4:30 p.m. throughout the month of April, CEA members are invited to engage with NEA Member Benefits via Zoom and be showered with information about Student Loan Forgiveness and Retirement. The ZOOM link will be the same for all five occurrences of each topic. Each presentation will last an hour but the presenter(s) will be available about 30 minutes prior to the start time for members who may have a question before committing to stay. The presenter(s) will stay on following the presentation for questions that any member may have.



Student Loan Forgiveness Options for Education Employees

With more than 44 million borrowers and over \$1.6 Trillion in outstanding debt, the effect of student loans is impacting not only borrowers but communities at large. But despite the resistance of some for loan forgiveness, it remains available to educators. Depending on where you work, what you do, and what types of loans are outstanding, educators may be eligible to have all or some of their loans forgiven. With the new NEA Student Loan Forgiveness Navigation Tool, NEA members can determine if there is a more economically advantageous payment option as well as determine which forgiveness option(s) are applicable and provides the tools to apply—for free!

Join us on Tuesday, Apr. 27, and an encore on May 4 at 4:30 p.m. and learn more. To join a meeting on any of the above dates go to <https://bit.ly/3bwKFmN> or to join by phone, call (301) 715-8592. If needed, use meeting 926 4109 3598 and passcode 761378.

When Can I Afford to Retire or Will I Just Die at My Desk?

Retirement is confusing and planning is usually far more complex than members realize. It is even more complex if you are married to someone working in the private sector because of Social Security's Government Pension Offset and the Windfall Elimination Provision (GPO-WEP). But with this workshop, we will increase members' awareness of their retirement system, their pension payout options, health care costs and more. Participants will be able to determine if they are on the right track in their retirement preparations and, if not, what are their options, including sheltering severance pay and purchasable service credit options.

Join us on Wednesday, Apr. 30, and an encore on May 5 at 4:30 p.m. and learn more. To join a meeting on any of the above dates go to <https://bit.ly/3buhWyW> or to join by phone, call (301) 715-8592. If needed, use meeting ID 984 1090 8742 and use passcode 472133.

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.

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.



Apr. 27 Parent & Community Engagement (0.2 CEUs)

May 11 End the Year on a High Note (0.2 CEUs)

Register today on PD Planner for any or all of these sessions.

All classes will begin at 4:30 p.m. unless otherwise noted. Call the PAR Office at (614) 365-5110 for more information or ask your PAR CT if you have questions.

Invite a new educator to become a CEA member

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

Special Notes

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.

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

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.

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** or go to www.guidanceresources.com. Use “CCS” as the company ID to register.

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