

Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't or can't.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.

You have the right to the representative of your choice, not your principal's choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don't feel comfortable doing this kind of work. CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student, or community complaint

For more information about professional behavior, read Art. 404 of the *CEA Master Agreement*.

Professional Leave: Don't Wait

CEA is fortunate to have in its contract (Sec. 702.16), an item that provides us time to refresh ourselves with professional development. 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, attending a conference or workshop in person or for online conferences.

Forms to apply for professional leave are available on 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 as early as possible. Remember, the purpose of professional leave, whether it is for a conference, workshop or longer program, is to improve the performance of teachers in the classroom.

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), Traci Arway (Special Ed. Coordinators), J Sanchez (Northland HS), Larry Carey (SELPs), 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 2021–2022 school year.

Meeting Date	Building/Unit	Variance Request	Vote Outcome
June	Easthaven ES	To hold one 1.5 hour staff meeting per month	Approved
	Westmoor MS	To split department chair contract	Approved
	Marion-Franklin HS	To split department chair contract	Approved
	Berwick K-8	To split department chair contract	Approved
	Nurses	To interchange records and PD days	Approved
	Nurses	To exclude Nurses from the PAR program	Approved
	Medina MS	To change Core-E scheduling	Approved
	Columbus Global Academy	To incorporate an advisory period	Approved
	Fort Hayes CC	To allow multiple teachers to teach 6 period	Approved
	Walnut Ridge HS	To allow a teacher to double-block classes	Approved
	Walnut Ridge HS	Amend parent-teacher conference dates	Approved
	Walnut Ridge HS	To allow a teacher to teach 6 sections	Approved
	Walnut Ridge HS	To split department chair contract (multiple variances)	Approved
September	Starling K-8	To run a seven period day	Approved
	World Language MS	To hold one 1.5 hour staff meeting per month	Approved
	Independence HS	To hold breakfast in the classroom	Approved
	Ridgeview MS	To hold breakfast in the classroom	Approved
	Scottwood ES	To hold one 1.5 hour staff meeting per month	Approved
	Hilltonia MS	To change the classroom reassignment process	Approved
	Northland HS	To split department chair contract	Approved

You can view prior decisions on the CEA website, next to the *CEA Voice*.

Past CEA Mini Grant Awardee

Rena Kanazawa (Highland ES) Early Educator Grant Recipient

I used my CEA Grant Funds to purchase items to fill my classroom with basic necessities. As a first year teacher, I have not had the opportunity or the funds to fully furnish my class-

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The CEA Master Agreement is set to expire in fewer than 1,031 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 regularly inform you of the grievances on which CEA is working. To review the text of each grievance in its entirety, go to <https://bit.ly/3gKBx2S>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the Board/Administration directed principals to reassign...	The grievants shall be made whole in every way, including but not limited to the following: The Board shall immediately follow the proper procedure for classroom reassignment of students from elementary bargaining unit members without a...	The CEA Board of Governors voted to advance this grievance to arbitration.
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative...	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 ...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement by uni...	Grievants shall be made whole in every way, including but not limited to the following: Professional Learning and Licensure Teacher on Special Assignment (TOSA) positions will be immediately restored to the CEA bargaining unit. The Board shall...	Arbitration hearing scheduled.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement by...	Grievants shall be made whole in every way, including but not limited to the following: Project Connect positions will be immediately restored to the CEA bargaining unit. Grievants shall be made whole, with interest for any loss of pay and benefits...	Arbitration hearing scheduled.
CCS Administration	As of the date of filing of this grievance, June 27, 2022, CEA bargaining unit Members with the job title of "Tutor" as defined by Article 1001, have not received individual contracts...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members with the job title of "Tutor" as defined in Article 1001 of the Master Agreement who were em...	Step 2 hearing held. Awaiting decision.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration failed to pay bargaining unit members their perfect attendance stipend...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members who are to be paid the perfect attendance stipend shall receive their stipend prior to the first teach...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the written reprimand issued on or about September 16, 2022 from all employee personnel...	Step 2 Hearing Held, District Response Pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall receive back pay with interest for the duration of the unpaid suspension. Board shall remove all references to the discipline from all...	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect...
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the letter issued on or about October 6, 2022 from all employee personnel records, other than...	Step 1 Grievance pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the letter issued on or about October 6, 2022 from all employee personnel records, other than...	Denied at Step 2.
Linden-McKinley 7-12 Dr. Michael McCrory	Linden-McKinley Assistant Principal Ronald Widman, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect...	Grievants shall be made whole in every way, including not limited to the following: The Board and it's agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 208.01. ...	Step 1 Grievance pending.

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room with the items I needed. This past year has helped me to see what is important to have in my classroom and how I would like to organize it. I was able to purchase a lot of graphic novels for my students. This is all that my fourth graders like to read. I am happy to be able to fill my library with familiar and popular titles. I also bought a light for a calming corner I would like to create. The light changes to different colors just by a tap. I think this will help with my students who need breaks in my classroom. I cannot thank CEA enough for helping me fund my classroom with these necessities!

PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions throughout the school year which are open to all CCS educators. Session topics are relevant to today's educators and are aligned with areas of the OTES, OSCES, and LSP rubrics. Session descriptions can be found in the CCS PD System (PDS) #44991. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions include:

- Nov. 1: **Culturally Relevant Pedagogy** (4:30-6:30 p.m.)
- Nov. 15: **Strategies for Student Engagement: Collaboration** (4:30-6:30 p.m.)
- Dec. 6: **Classroom Management: Troubleshooting** (3:30-5:30 or 4:30-6:30 p.m.)

NEW: Teacher/Educator Learning Community (TELC)

In partnership with the New Teacher Center, teachers/educators new to CCS this year have the opportunity to participate in this series. See your PAR CT for more information.

- Nov. 8: **Supporting Developmental Relationships** (3:30-5:30 p.m. or 4:30-6:30 p.m.)
- Dec. 13: **Five Lenses for Knowing Students** (3:30-5:30 p.m. or 4:30-6:30 p.m.)

Special Notes

- ATTENTION CEA MEMBERS WHO ARE VETERANS**
Final Roll Call: Send your name and branch of service to Bob Hern (hernb@ceaohio.org) if you would like to be honored in the *CEA Voice*. Your name will appear in the Nov. 7 issue. *Thank you for your service.*
- Make a Donation to the Catastrophic Sick Leave Bank:**

The following members have been approved for Catastrophic Leave and are in need of donated days: **Kim Ogilbee, Starling K-8** and **Meredith Simon, Burroughs ES**. 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 days.

- The following elected positions were filled in the **2022-2023 Special Fall Election for District 1 Governor: Victoria Evans** (won by acclamation) and for **District 4 Governor: Neil Moore** (won by acclamation). Ballots for **OEA Delegates will be sent to building SFRs by Oct. 28**. The voting window begins **Tuesday, Nov. 1**, and ends **Thursday, Nov. 15**. Members of the Elections Committee will **collect ballots for tally Wednesday, Nov. 16**. Call Elections Chair Brittany Pierce at (440) 225-2631 with questions.
- OEA Educator Appreciation Night • Saturday, Feb. 11: Cleveland Cavaliers vs Chicago Bulls**. Educators will be entered to win giveaways and participate in fan experiences. The National Teacher of the year will be recognized during game. There will be an in-game announcement for all educators in attendance. Look for educator discounted tickets for other games such as: Nov. 18, Dec. 16, Mar. 17, and Mar. 31. Questions, contact **Thyran Nowden** at (216) 219-3433 or tnowden@cavs.com. Go to <https://cavaliers.group/oea> to purchase tickets.
- Thanks for Being a Member of CEA, OEA, & NEA!** As a token of our appreciation for your membership, **NEA Member Benefits** and the **NEA Magazine Service** are pleased to provide you with **two free magazine subscriptions** for one year. To view a complete list of free subscriptions and to order yours, go to: neamb.com/OHGet2. **This offer expires June 30, 2023. Limit of two free subscriptions per member per twelve-month period.** Quantities are limited. Free titles and number of issues are subject to change. No additional purchase is required. Call 800-968-7624 with questions.

We have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate, and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

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