



Are You in the KNOW?

November 5, 2020

In years past CEA has organized around issues by having a Holiday Card campaign and a Valentine Card campaign. Members sent well wishes to the elected Board of Education, but also included in their message an “ask” ...Like more planning, a real curriculum, smaller class size, restorative steps, etc.

This November we are going to have a “**Thanks**” giving **Day Card Campaign**, but we are not organizing around an “ask”. We are just sending a heartfelt message, letting the BOE know we are thankful for their leadership and that we wish them a Happy Thanksgiving. The last seven months have been tough, and just like we need to feel appreciated, I think the same is true for our elected Board members. Your Building Rep will have the cards and provide you with more details. I know this may be an easier *ask* for the teachers who are working from a school site, but I will also have cards at the office, if you are in Prince Frederick and want to stop by and pick up a couple.

I would like to take this opportunity to give a ***Shout Out*** to all the Special Education teachers and Related Service Providers throughout the county who have been providing services to their students since September 21st from their school site. Some of these staff members have faced the challenges of being back in the building daily, working with students, despite their concerns over the lack of PPE that they were provided, the poor ventilation in their classrooms, and the many questions they have had around what are CCPS’s health and safety protocols. So, on behalf of CEA, thank you for your commitment to your students and putting their needs first, even when you did not feel anyone was listening to you or cared about your needs.

Next week is going to bring a new challenge to our K-2 and Related Arts teachers as CCPS moves into Phase 2 of their Reopening Plan. The Hybrid Model will require teachers to teach **concurrently** to two groups of students—the face to face learners and online learners. For the past week K-2 teachers have been in technology trainings, had their grades due early in order for new class lists to be made and synched with Schoology, new TEAMS invites to create, and classrooms to set up that allow for social distancing, not to mention continuing to deliver instruction and preparing their lessons for next week in an environment that is completely new to them. So, what do these teachers need? Grace? Absolutely! Our support? Most definitely!

Updates

- ❖ Today, November 5th, CEA, CAESS, and CCPS will meet at 3 pm to hopefully agree on some of the Health and Safety protocols.
- ❖ On Friday, November 6th, CEA will meet with CCPS to discuss Domains 1 and 4 in the Danielson Framework and the timeline for moving forward with Observations.
At this time, it does not look like MSDE and the State Board will be taking any action to waive the student growth measures in teacher and principal evaluations this year. The Code of MD Regulations does allow for other growth measures besides SLOs. We will be discussing this on Friday also, so please do not panic. Do not start writing a SLO. You have enough to focus on right now without worrying about another unknown.
- ❖ All schools except for three have the new *CEA Membership Discount Card*. If you have not received your card yet, please check with your Building Rep first. If your Rep cannot help you, please email Sue @ skasulke@mseanea.org, so that she can make arrangements to get you your card quickly.
- ❖ BOE Election Winners: District 1 - Dawn Balinski, District 2 - Antoine White, and District 3 - Inez Claggett. Congratulations!

The next BOE meetings will be **November 12th @ 3:30 pm** and **November 19th @ 7:00 pm**.

Please continue to use your voice to advocate for your profession and the students who sit in front of you each day. The elected Board needs to continue to hear from you, now more than ever, as CCPS begins to bring even larger groups of students back into the buildings.

Name Change

The *CEA/CCPS Liaison Committee Meetings* are now officially part of our contract. These meetings will now be called *School Based Labor Management Meetings*. The description of the committee and the guidelines have not changed. Refer to **Article 11** below for the specifics. It is the expectation of the Superintendent that administrators are meeting monthly with a Labor Management committee. This committee should be made of three (3) CEA members of your choosing to represent you and your staff.

Article 11 School Based Labor Management Meetings

- 11.1 The Association shall select its own representatives for a Labor Management Committee for each school/site. Committees shall have representation of no more than three (3) members representing CEA. CCPS shall select the representatives of local school administration for each school/site. Committees shall have no more than three (3) members representing local school administration.
- 11.2 The Labor Management Committee shall be scheduled to meet with the principal/supervisor of the school/site once per calendar month of the school year. The frequency of meetings may be waived by mutual agreement. It is the responsibility of CEA to initiate meetings.
- 11.3 Labor Management committees are responsible for creating their own ground rules and governing procedures not specifically delineated in this Agreement should they be deemed necessary by one or both parties.
- 11.4 It shall be the sole responsibility of CEA representatives to prepare the agenda for meetings and notes following meetings. CEA may provide advance notice of the agenda to local administrators to provide time to conduct research or otherwise prepare for a meeting.
- 11.5 The parties may initiate a topic not on the agenda provided the other party concurs that it is of emergent nature.
- 11.6 Written notes from meetings may be shared with the membership of CEA as appropriate upon the prior approval of their accuracy from the Principal. The approval of minutes shall not be arbitrarily or capriciously delayed or denied.
- 11.7 Audio recording shall not be permitted during Labor Management Meetings.
- 11.8 Labor Management meetings are not formal contract negotiations and cannot add to, subtract from, or otherwise modify the terms this Agreement.
- 11.9 It is expressly understood that Labor Management Committee meetings shall not be regularly held during regularly scheduled instructional time. CEA members shall not be entitled to workshop pay or per diem for attendance of Labor Management Committee Meetings.
- 11.10 The parties recognize that issues that may also be addressed through the grievance procedure may be discussed at Labor Management Committee Meetings, these meetings are not a substitute for the grievance procedure. Grievances that have already been filed with the designated individual shall not be discussed during Labor Management Meetings.
- 11.11 Issues that cannot be resolved at local Labor Management Committee meetings may be raised by CEA with the Superintendent at the monthly meeting.

If you have any questions about how these meetings are to run or the effectiveness of them, please email Mike Spahr at mspahr@mseanea.org.

I will update everyone next week on how our meetings go. Please remember to try to balance the stress in your life. Focus on the positive things around you. The feeling of exhaustion is real. Your health needs to be a priority. Take a walk. Enjoy this beautiful fall weather. Drink plenty of water. Get regular sleep. Just breathe...

You are appreciated more than you could ever know.