

[Activist Name]

Subject: Covid-19 Information & Employee Leave

From: Cincinnati Federation of Teachers/CFOP

Reply To: ksingleton@cft-aft.org

What's the Plan CPS? COVID Sick Leave Issues

Many of us are concerned about returning to work as the COVID health emergency rages on, particularly those with health conditions that increase the risk of serious illness or death.

CPS recently circulated a survey asking teachers to identify themselves if they plan to resign, retire or take medical leave for the 20-21 school year. This raised more questions than it answered. Teachers naturally are concerned about how safe they will be if they return to the classroom in August. The district has floated plenty of trial balloons in recent weeks about what school will look like when CPS reopens – including limiting class size and the number of days students report to school each week. But no clear plan has emerged either from the District or the Ohio Department of Education. *The survey on your intentions for next school year is voluntary and you are under no obligation to answer until you have made up your mind on your plans to return to work in the coming school year!*

CFT has offered to work with the district on developing reopening plans. But it's not clear whether our input has been welcomed or will be incorporated in district reopening plans. *At this time, we simply don't know what a 20-21 school year will look like for teachers' staff and students.*

Here is what we **do** know:

Additional Paid Sick / Family Leave Guaranteed By Federal Law:

One of the COVID related laws passed by Congress will allow CPS employees to take up to 10 sick days in the first semester, *not charged to sick days*:

- If unable or not allowed to work due to fever or COVID related symptoms.
- If under an order to quarantine by state or doctor's order.

The federal law also allows up to 14 days of paid leave to an employee **caring for a COVID patient** (child or close family member) at 66% of regular pay.

The federal law also allows up to 12 weeks of paid leave for employees caring for a child because day care or school is closed due to COVID. This paid leave is at 66% of regular pay.

Leave Available if Employee or Member of Employee's Household Is In "Vulnerable Population" We know that those over 65 and/or with certain health conditions are

particularly vulnerable. Those conditions include: lung disease, heart condition, compromised immune systems, severe obesity, diabetes, kidney or liver disease. At this time, CPS agrees that such employees may take unpaid medical leave in 2020-21, during which employees can continue to receive CPS health benefits by paying the employee share for coverage. *We are urging district to allow these vulnerable employees to use of any accumulated sick days before going to unpaid medical leave status.*

So far, the District has not decided whether vulnerable employees can use their sick days because of the COVID threat. During the June 10th board meeting, a document entitled [Summary of Leave Options for Employees Unable to Work Due to COVID19 Related Reasons](#) was referenced by HR Director, Paul McDole. Questions regarding this document should be directed to Keith Grace, Benefits Manager, phone: (513) 363-0159, e-mail: graceke@cps-k12.org.

Make Your Voice Heard in the Development of the Plans to Reopen Schools in the Fall!

There are ways for you to influence the development of school reopening plans that create a safe environment for effective teaching and learning to occur.

CPS Senior Management presented a powerpoint entitled [Future of Schools](#) at the June 10 board meeting. This extensive presentation outlined possible plans for the fall. If you missed the meeting, CPS publishes all board meetings at <https://www.cps-k12.org/about-cps/board-of-education/cps-boe-meeting-broadcasts?fbclid=IwAR1skZoLchIIeYdss3nKG8yFCA76ztIIdenHhHXwJevOG5QIB-Yq6Ur8eWfY>

However, as of 5:14 pm on June 11, the June 10 meeting has not been posted. Keep checking.

Finally, we want to send out a big Thank You to the individuals listed below who went through the Board minutes as serving on their school's planning team for reopening. It is a huge responsibility and we appreciate the time you are sacrificing out of your summer to do this work. Please know that the CFT COVID Task Force has been engaged in this work from the start and developed a very thorough resolution that your team should be aware of. That resolution can be found on our website http://cft.oh.aft.org/sites/default/files/article_pdf_files/2020-05/cft_resolution_our_lives_our_safety_on_reopening_school_approved_may_7_2020_1.pdf It is important that the work that you do is representative of your staff as a whole. Find a way to communicate with them as you are developing the plan. Think about the supplies and space you will need to create a safe environment for learning (masks, isolation room, etc). Finally, teaching is challenging work and we must have the support to provide our students with quality learning experiences (additional planning time, proper technology and materials for students). As you are developing your school plans, if you have questions or need any assistance from the CFT Office, please email Angel Green agreen@cft-aft.org and she will address your need.

Building Reopening Planning Team Members

Patricia M. Acus*	Dawn K. Bittner*	John F. Caliguri*
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Janet Albright-Captain*	Emily N. Bodle*	Monica Denise Carter*
Jacqueline K. Allen*	Sandra E. Bogle*	Tamara L. Casey*
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Susan Arbogast*	Shirley W. Brame*	Morgan R. Chapman*
Mary C. Arbuckle*	Janet Bronson*	Robert Cheney*
Becky Ann Armbruster*	Jacob Brown* 30 hrs	Laura A. Chrystal*
Anne C. Ashcraft*	Jonaya D. Brown*	Jonathan C. Clark*
James R. Ayers*	Michael A. Brown*	Jamie Clausius*
Melissa L. Bailey*	Justin W. Broyles* 30 hrs	Hope Marie Cleland*
Jennifer P. Beckham*	Kayla S. Brunswick*	Christine M. Clements*
Kristen Alicia Bell*	Norma K. Buckner*	Susan M. Coakley*
Theresa Berding* 30 hrs	Stacy L. Buening*	Pamela Sue Cocklin*
Emily K. Berkson*	Nancy Marie Burck*	Lillie Cohn*
Simone Williams Bess*	Shannon L. Burks-Locke*	Lisa M. Colbert*
Andrew T. Beumer*	Jerry E. Butler Jr.*	Alyssa Gail Collin*
Daniel A. Bird*	Nanci D. Butler*	Giana N. Collins*
Stephanie P. Bisher* 30 hrs	Brandi Caldwell-Henderson*	Lynn M. Collins*
Todd B. Conley*	Deon R. Edwards*	Katherine R. Groene*
Annelise L. Connelly*	Kelly Egan*	Samuel W. Guilford*

Leighton L. Connor*	Kelly Eldridge*	Frances V. Guzman*
Tonya L. Cook*	Mary Ann Ellis* 30 hrs	Julie Ann Hall*
Bryan Cooley*	Denielle P. Endres*	Mydelle Halloran*
Adam C. Cooper*	Lorenzo D. Engleman*	Jeanne Handorf*
Teresa N. Cordell*	Madison Elizabeth Espelage*	Brittany E. Hansen* 30 hrs
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Laurie M. B. Cotton*	Julie A. Faller*	Theresa M. Hardin*
Veronica K. Cotton*	Amna Anjum Fazlani*	Julie A. Harris*
Debra L. Crawford*	Elizabeth M. Fecher*	Carmen Hayes*
John B. Crawford*	Nicole L. Fiely*	Carleen Healy* 30 hrs
Tameca C. Crump*	Mollie L. Fingerman*	Mary Jane Healy*
Andrea M. Cruz*	Amy E. Firis*	Rachel Anne Hebert*
Nicole F. Cuba*	Kathryn R. Fischer*	Cynthia Lee Heister*
Kathy D. Curry*	Karen S. Fisher*	Amanda J. Hendricks*
Jennifer Lynn Curtis*	Tami Rae Fisher*	Michael R. Henson*
Carmen M. Daniels*	Linda Flohr*	Vonita L. Herald*
Herman Daniels*	D. Rein Forrest*	Shaun Micheal Herold*
Amanda David*	Brandi P. Foster*	Donald Jay Hess*
Dorian A. David*	Thomas Q. Frank*	Helena Nichole Hill*
Christopher W. Davis*	Kimberly D. Frondorf*	Lisa J. Hinger*
Joseph A. Davis*	Andrea M. Fuller*	Julya H. Hires*
Mary M. Davis*	Ashley Garland*	Lynne Q. Hobstetter*
Veda Davis*	Patricia A. Garner*	Megan K. Hodge*
Zachary R. Davis*	Lisa Marie Gasparec*	Kyle T. Holloway*
Kimberley A. Dawson*	Bianca C. Gay*	Amber D. Horton*
Robin S. Day*	Melinda S. Gelhausen*	Rodger Donta D. Horton*
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Catherine A. Desantis*	Mary C. Gilligan-Sears*	Shantel R. Howell*
Alyson J. Dever*	Antria D. Goss*	Dave M. Hudepohl*
Lauryn A. Dewey*	Ryan M. Gourley*	Malaika Huey*

Joseph Dollenmeyer*
Paula R. Dornbusch*
Elizabeth L. Duncan-Scruggs*
Martha S. Edler*
Paula Jackson*
Carmen J. Jawwaad*
Tracy K. Jennings* 30 hrs
Amy Johnson* 30 hrs
Juanita I. Johnson*
Tamara R. Johnson*
Janet R. Jones*
Jennifer A. Jones*
Kimberly A. Jones* 30 hrs
Michael A. Jones*
Stacey L. Jones* 30 hrs
Teresa M. Jones*
Tracey L. Jones*
Todd B. Juengling*
John C. Jung*
Cheryle K. Kelleher*
Carol Joyce Kelley*
Richard Kerkhoff*
Jaton N. Kershaw*
Janine Ann Kiefer*
Kimberley Anne Kirkman*
Maria I. Kitsinis*
Stacy A. Kloth*
Bjorn E. Knudsen*
Robert Louis Knueven*
Rebecca L. Koch*

Tiffini C. Gray*
Victoria A. Gray* 30 hrs
Nadine Greenslade*
Kirsten Grimsley*
Shanina K. Lige*
Tracie L. Linville*
Kate Linz Mather* 30 hrs
Michelle C. Lisch*
Sarah S. Lofquist*
Margaret E. Luken* 30 hrs
Charlandra Y. Lundy* 30 hrs
Margaret A. Lytle*
Gregory W. Magness*
Elinore Malloy*
Lynne W. Maloney*
Laura A. Marsh*
Chavone Martin*
Kamaria L. Martin*
Lauren E. Martin*
Shannon Renee Marx*
Bonita Matthews*
Greg C. Maupin*
Sara A. Maurer*
William A. McAleenan*
Carrie L. McCarthy*
Ryan T. McCarthy*
Kelsey M. McConnell*
Sonya Renee McCoy*
Sonja McDowell* 30 hrs
Sabrina McGill*

Ewa K. Hufford*
Karen A. Huneke*
Katheryn R. Hunsberger*
Amy L. Hutton*
Ernestine Moore*
Deborah Moraga*
Abigail Caroline Morgan*
Patricia M. Morgan*
Stacy A. Morganroth-Lapham*
Bonnie Mortimer*
Lameesa W. Muhammad*
Ann V. Myers*
Alexandra R. Naim*
Julie M. Neal*
Lavaugn J. Neal*
Rebecca Neighborgall* 30 hrs
Casey Elizabeth Nelson*
Margaret J. Nelson*
James L. Neville*
Lindsey M. Nieberding*
Esteler Nju*
April L. Nordman*
Terrence A. Nurredin*
Mary K. O'Donnell-Good*
Joseph P. O'Flynn*
Maura K. O'Keefe*
Maria K. O'Nan*
Tory L. O'Connell*
Jill E. Oakes*
Victoria L. Oakley*

Lori A. Koenig*	Kate M. McGreevy*	Nichole L. Ober* 30 hrs
Brenda A. Kortekamp*	Courtney R. Meikle*	Anne M. Oehler*
Kari R. Lammers*	Nicole Elizabeth Menczywor*	Brandon M. Ogilby*
Dan W. Larkin Jr.*	Hannah Mendelson*	Gloria Ononye*
Naomi Augusta Larsson*	Amy S. Merz*	Deidra K. Owens*
Yolanda Denise Lawson*	Samantha Ann Messer* 30 hrs	Kiri A. Pasch* 30 hrs
Brittiney A. Lazar*	Mark W. Messerly*	Mitchell A. Perdrix*
Jason A. Leon-Guerrero*	Bradley Aaron Meyers*	Sara Lange Plattner*
Karen S. Lewis*	William R. Miller* 30 hrs	Janice Pleimann*
Kathryn E. Lienhart*	Jane A. Moeller*	Sarita M. Poole*
Lana M. Powers*	Olivia R. Schafer*	Dara A. Stinson*
Alicia Prather*	Maria Ann Schanie*	Rebecca A. Striebeck*
Martha D. Presutti*	Jennifer Scheiderer*	Cheryl D. Strunk*
Krista M. Price*	Mary E. Schlick*	Rebecca L. Stutzman*
Marilou Priestle*	Aaron N. Schmidt*	Laura M. Sublett*
Gloria A. Quiles*	Edith M. Schmidt*	Deborah A. Talbert*
Nicole L. Raley*	Susan B. Schneider*	Priscilla S. Tamankag*
Lauren T. Ratterman*	Elizabeth McClain Schnell*	Rachel K. Tapp*
Louis H. Ratterman*	Malerie E. Schreiner*	Michelle Termuhlen*
Tiffany M. Rebich*	Tamara N. Schweitzer*	Jodi E. Thayer*
Tracy Redding*	Maria L. Seitz* 30 hrs	Elizabeth M. Thole*
Stephanie D. Reed*	Jennifer Noelle Senft*	Brynn Caitlin Thomas* 30 hrs
Christina A. Regensburger*	Julianne Shafer*	Denaisha Thomas*
Tania L. Relyea*	Ashley Estelle Shaffner*	Kaylee E. Thomas*
Brandy L. Richardson*	Melissa M. Sherman*	April A. Thompson*
Jamie Suzanne Riester*	Shonna M. Shinn*	Betsy Thurman*
Melissa Riggs*	Leah Nichole Shisler*	Samantha K. Tinch*
Kayla Paige Riley*	Erin Lee Sienicki*	Jennifer S. Toebbe*
Jeremiah S. Riordan*	Clare T. Sillett*	Trina Tolbert*
Elizabeth A. Roark*	Marlene D. Silva-Schlachter*	Leona Tolliver*

Carrie Shannon Roberts*
Joshua A. Roderer*
Phillip W. Roebuck*
Pamela J. Roehling*
Sarah Christine Roettker*
Scott T. Rooksberry*
Angelina K. Rowe* 30 hrs
Cathleen Ann Rucker*
Kira Mills Rucker*
Susan M. Ruhe-Hallquist*
Anna M. Russell*
Alexandria M. Sagel*
Kenya Sanders* 30 hrs
Brian J. Saylor
Deron B. Saylor* 30 hrs
Emily Jean Scalf*
Drewe Warndorff*
Tess M. Warner*
April M. Washington*
Crystal M. Watson*
Theresa A. Wessel* 30 hrs
Emily A. Westerling*
Tiffani L. Wharton*
Dorian T. White*
Robyn M. White*
Tamika R. White*
Trenton Thomas White*
Carl J. Wiers*

Michael S. Simich*
Chelsea A. Sims*
Patricia G. Sleet*
Arnice Smith*
Gideon M. Smith*
Jennifer M. Smith* 30 hrs
Sarah A. Smith-Polderman*
Laurie M. Speicher*
Teri B. D. Spindler*
Julie L. Stallworth*
Valerie K. Steinhaus*
Neil T. Stewart*
Shadonn P. Stewart*
Julia A. Stigler*
Kimberly J. Stigler*
Nico Love Stiles*
Ebon J. Wilder*
Clarice E. Williams*
Jennifer R. Williams*
Kevin D. Williams*
Nicole N. Williams*
Shawn E. Williams* 30 hrs
Stacey Marie Williams*
Susan M. Willig*
Heather M. Willins*
Kinah A. Willis* 30 hrs
Debora K. Wilson*

Lori A. Troescher*
Javin R. Tucker*
Marie Elizabeth Turnbull*
Chad Alan Vahue*
Sara L. Vank*
Rashmi Varshneya*
Lacy Vasser*
Robert A. Veite*
Kristie L. Veneman*
Akshayaa Venkatakrisnan*
Gretchen A. Ventura*
Amy Elizabeth Verkamp Collopy*
Heidi Ann Wachtman Raney*
Amie T. Wagner*
Beverly A. Walker*
Lora M. Ward*
Paige Ann Wilson*
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CFT/CFOP will keep you informed as this situation develops over the summer and we prepare to reopen in August.

