



## CEA Supports Education-Friendly Candidates

The votes are in! Your Union would like to offer congratulations to our endorsed winners:

**Columbus City Council Members:** Lourdes Barroso de Padilla, Shannon G. Hardin, and Nick Bankston

**City Auditor:** Megan N. Kilgore

**City Attorney:** Zach Klein



**Columbus Board of Education Members:**

Ramona R. Reyes, Christina Vera, and Michael D. Cole

**Franklin County Municipal Court Judges:** Michael McAllister, Bill Hedrick, Mark A. Hummer, Cynthia L. Ebner, Eileen Y. Paley, Jim O'Grady, and Mary Kay Fenlon

Your union **opposed passage of Issue 7** (Proposed Ordinance No. 1, Clean Energy) and voters overwhelmingly rejected it.

Additionally, CEA would like to congratulate the following members who won election to their **local boards of education:**

**Olentangy Local SD:** Kevin Daberkow (Southwood ES)

**Dublin City SD:** Julie Towns (East HS)

**Southwest Licking Local SD:** John Vincent (Dominion MS)

continues to pursue a policy of *catch us if you can* rather than working together, it was most shocking for your CEA leadership to learn that while the agreement with Waterford was signed Aug. 24, the District Employee Relations staff responsible for contract compliance were not even told of the plan until mid-October. Nevertheless, CEA will continue to enforce our agreements with the district and defend our bargaining unit work.



## Honor Our Veterans

On Nov. 11, we honor America's veterans for their patriotism and love of country. Join CEA in honoring our members who have served in the U.S. Armed Forces.

When you see them, tell them how much you appreciate their service and the sacrifices they have made. We want to recognize the veterans among our CEA ranks:

**Army:** Dawn Berenzweig ★ Christopher Daniels ★ Jeff Eader ★ Eunice Inez Hale ★ Jason Hatfield ★ Al Hernandez ★ Rita Morgan ★ Kim Roth ★ Alan Snow ★ Matt Yuhasz ★ Benjamin Zumock ★

**Navy:** Lisa K. Johnson ★ Katherine Oberlander ★ J Sanchez ★ Alan Schmiedebusch ★ Adam Viney ★ Rebecca Wiseman ★ Michael Zink ★

**Marine Corps:** Jennifer Harvey ★ William Irvin ★ Gina McGowan ★ Marisa Moore ★ Nicholas A. Mosko ★ Denny Mulloy ★ Kathryn Righter ★

**Air Force:** Gerald Collins ★ Debra Gwinn ★ James Noice ★ Byrd Prillerman ★

**Coast Guard:** Keith Beveridge ★

**Air Guard:** Chris Patch ★

We will recognize any additional submissions in the Nov. 15 *Voice*. Send your **name and branch of service** to Bob Hern at [hernb@ceaohio.org](mailto:hernb@ceaohio.org).

## CEA Files Step 2 Grievance as District Attempts to Outsource a Portion of Pre-K Instruction

On Nov. 2, 2021, CEA filed a Step Two Grievance against the District alleging violation of certain provisions of the *CEA-CCS Master Agreement* and the 2021–2022 BlendED MOU. The dispute follows action taken at the Oct. 5 CCS Board of Education Meeting, where the Board approved a \$2.5 million dollar contract with Waterford Institute to provide online instruction for Pre-K students living within the District (but not currently attending a CCS brick and mortar Pre-K class). According to the contract with the company, CCS is responsible for recruitment and registration of students. Waterford will provide a laptop, learning software, and “student support,” which includes progress monitoring, parent training, and student assessments by Waterford employees. CEA's position is that this contract with Waterford represents the outsourcing of bargaining unit work and an attempted end-around of the BlendED MOU.

The recognition article of our *Master Agreement* (Article 101) states that in addition to regular teachers, “Teachers” shall also mean other regular full-time professional staff members, except classified and civil-service type personnel and except instructional assistants and educational media aides. The work of Waterford employees described in the contract who are involved in progress monitoring, parent training, and student assessments clearly falls under this provision and should be performed by CEA bargaining unit members.

In addition, the intent of the 2021–2022 BlendED MOU was to define the scope of online instruction for the 2021–2022 School Year. The very first sentence of the MOU is “Columbus City Schools will be offering BlendED, a new online Pre-K through 12 program that also includes some in person learning, for the 2021–2022 school year, with BlendED staff working onsite.” The creation of a second, outsourced “alter-ego” CCS Pre-K online learning operation is a blatant violation of the spirit, intent, and plain language of this agreement.

While CEA is certainly disappointed that the District

## CEA Introduces the 2022 Bargaining Team

The upcoming round of bargaining will be particularly contentious this coming year. You are fortunate that a number of seasoned members, as well as some new educators are willing and able to step up and answer the call.

Your bargaining team is:

D Keith Adams, Ben Alexander, Maria Angel, Traci Arway, Jeremy Baiman, Carol Ball, Michael Barnes, Heather Barnett, Heidi Baxter, Donna Benke, Joe Bernowski, Sandra (Sandi) Bopp, Karen Bromberg, John Coneglio, Becky Coyne, Kriston Crombie Stotik, Gerry Curran, Kevin Daberkow, Cassandra Daniels, Carla Davis, Angel Dyer Sanchez, Keith Emrick, Claudia Eschelbach, Victoria Evans, MD (Mary) Ferguson, Regina Fuentes, Ellen Giovinazzo, Ashley Green, Jennifer Harvey, Tai Hayden, Phil Hayes, Tracie Helmbrecht, Megan Hinz, Hal Howard, CJ Jamison, Renée Kelley, Megan Kelly, Jen Kinkela, Karen Krueger, Jennifer Kuhns, Amanda (Mandy) Lord, Cindy Love, Amy Mondillo, Teri Mullins, Karen Nussdorfer, Cynthia

Continued on Page 2

# 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. To review the text of each grievance in its entirety, go to <https://bit.ly/3GTA7LR>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
Briggs HS Tonya Milligan	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal at Briggs HS, Tonya Milligan, unilaterally implemented a nine period day...	That the principal revert to an eight period day as specified in the Memorandum of Agreement on the Eight-Period Day in High Schools and Middle Schools and that any future schedule variances follow the Reform Panel...	Step 2 hearing held. Requested relief denied.
CCS Administration	As of the filing of this grievance, September 10, 2021, CEA bargaining unit member Amy Price has not received her severance pay consistent with Article 810.01(E) of...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Member Amy Price shall be paid severance pay consistent with Article 810...	Grievance granted. Member paid severance.
CCS Administration	On or about 9/13/2021, CEA bargaining unit member Amy Price received confirmation via the ESS system that her Severance Pay, included in her...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: Retired CEA Bargaining Unit Member Amy Price shall be paid severance pay consistent with Article 810...	Grievance granted. Member paid severance.
Whetstone HS Janet Routzong	Principal Janet Routzong and/or other Administrators at Whetstone High School acting in their capacity as agents of the BOARD violated, misinterpreted, and/or...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: The BOARD shall cease and desist from violating, misinterpreting, and/or misapplying the...	Step 2 hearing held. Requested relief denied.
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...	The CEA Board of Governors voted to advance this grievance to arbitration.
CCS Administration	On or about October 5, 2021 and ongoing, the Board of Education of Columbus City Schools and/or its agents violated, misinterpreted, and/or misapplied provisions of...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the Waterford Memorandum with notice as provided for by...	Step 2 hearing pending.

Go to <https://bit.ly/3GTA7LR> to review the grievances in their entirety.

Continued from Page 1

Price, Jennifer Riley, Charlotte (Charley) Risby, J Sanchez, Taraja Shephard Allen, Mona Simons, Denise Sizemore, Cynthia Smithers, Annelise Taggart, Andrea Tippery, Amanda Viau, April Walsh, Chris Weyand, Scott Wilson, Connie Workman, Benita Wright Smith, Laura Young, Matt Yuhasz, Agy Zalenski, Dwayne Zimmerman, and Jennifer Zutterling.

## Find out about Public Service Loan Forgiveness

On Oct. 6, the U.S. Department of Education announced sweeping reform to the Public Service Loan Forgiveness Program. Borrowers **need to act by Oct. 31, 2022**. NEA members, join on Zoom to learn more.



**Monday, Nov. 22** 4:30–5:30 p.m.  
**Tuesday, Nov. 23** 7–8 a.m.  
**Tuesday, Nov. 30** 6–7 p.m.

Go to <https://bit.ly/3bEssTu>. The meeting ID is **843 3729 2622**. The passcode is **455648**. The login information will be valid for all meetings.

## 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.



**Nov. 9 Power Strategies for Active Student Engagement** (4:30–6:30 p.m. via Zoom)  
**Nov. 30 Know What They Know...And What They Don't** (4:30–6:30 p.m. via Zoom)  
**Dec. 7 CCS Resources Fair: Do You Know What's Available?** (4:30–6:30 p.m. via Zoom)  
**Dec. 8 Surviving and Thriving in the MD Classroom** (4–5 p.m. via Zoom)

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.

## Grants for New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients. To download the application form, interested teachers should go to <https://bit.ly/dsgfirstyear21>. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at [jvalentine59@aol.com](mailto:jvalentine59@aol.com) or sent via USPS to 69 Iron Ore Court, Columbus, OH 43213. Completed grant applications **must be received by Dec. 17, 2021**. Grant recipients will be notified by Jan. 28, 2022.

## How To Request Remote Work

If you are subject to quarantine or required to self isolate and you wish to apply for remote work, use the following form to communicate your request: <https://bit.ly/39aHbnS>. It is important that you enter your absence as sick leave. Any sick days used during this time will be refunded back to the date of the district's receipt of your application. Note that requests for remote work cannot be approved for bargaining unit members who must remain at home to take care of family members who are subject to an isolation or quarantine order.

## Special Notes

- 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: **Maggie A. Ananou**, Columbus North International; **Amy Brown**, Oakland Park ES; **Sharon Cullman**, Clinton ES; **Kevin Jennison**, CAHS; and **Florence Ray**, Beatty Park 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 to sign the form. Indicate to whom you are making the donation.
- Spring 2022 Fee Waiver:** The online application period is open until Nov. 16, 2021, 11:59 p.m. Access the online application from home or work using your 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/2jbWSjd>. If you have **Priority I** or **Priority II 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. To provide you with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines, go to <https://www.ccsob.us/Page/4815>. Contact Sara Lowery at [slowery@columbus.k12.oh.us](mailto:slowery@columbus.k12.oh.us) if you have any questions.
- 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. **Join us on Fridays from 8–8:15 a.m.** Contact **Jacquie Pencek**, District PBIS Coordinator, at [jpencek9864@columbus.k12.oh.us](mailto:jpencek9864@columbus.k12.oh.us) with questions. Go to <https://ccs-ob.zoom.us/j/3059377463> to participate. **All staff are welcome.**
- Membership:** Now more than ever, membership in CEA is critical as we approach bargaining for a new contract. CEA is asking that if you know someone new to your building or unit, approach the person and ask them to become a member of CEA. We have made joining CEA simple and quick. Step 1: Click "JOIN" on the homepage at [www.ccaohio.org](http://www.ccaohio.org); Step 2: **Download the CEA Membership form** to your device and complete it.; Step 3: **Email the completed form** to CEA Kathy Wilkes at [wilkesk@caohio.org](mailto:wilkesk@caohio.org). Call CEA at (614) 253-4731 with questions.