



Your Dues Dollars at Work

Our members work hard, and your Association is proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each recipient with a \$1,500 scholarship, funded by a \$10 dues assessment from each member, invested and paid through The Columbus Foundation. This year we have 51 recipients. Since 1995, this fund has awarded **\$1,102,750 in scholarships**. The students listed below will receive CEA Members Scholarships for the 2021–2022 school year:



Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Carrie Andrick	Cols Spanish Imm. Acad.	Cayla Andrick	Otterbein University	Gregory Mild	17th Ave. Service Ctr.	Sean Mild	Ohio Northern University
Catherine Maxwell-Atwood	Huy ES/A.G. Bell	Raymond Atwood	University of Cincinnati	Lisa Johnson	East Columbus ES	Tyler Moore	University of Central Florida
Jaime Baratie	OT/PT	Jenna Baratie	Ohio University	Heather Mullenax	Olde Orchard ES	Hayden Mullenax	The Ohio State University
Regina Baughman	Hudson Ed Ctr.	Anne Baughman	University of Cincinnati	Rachel Nadal	Huy ES/A.G. Bell	Taylor Nadal	Baldwin Wallace University
Sequoia Temple	Maize ES	Timothy Bowe	Wright State University	Aida Ndouta	École Kenwood K-6	Selah Ndouta	Capital University
Beth Boyd	Alpine ES	Taylor Boyd	The Ohio State University	Isabelle Cadanel	École Kenwood K-6	Preston Newkirk	The Ohio State University
Atanya Brown	Devonshire ES	Atanya Brown	Georgia Sate University	Michael Noonan	Eastmoor Acad. HS	Ian Noonan	The University of Alabama
Karen Brownfield	Cranbrook ES	Mark Brownfield	The Ohio State University	Michelle Osmond	Hudson Ed Ctr.	Connor Osmond	Miami University
Tamara Calloway	Ft. Hayes Career Ctr.	Ariana Calloway	The Ohio State University	Michael Osmond		Michael Osmond	Wittenberg University
Jeffrey Chopko	Ft. Hayes HS	Anna Chopko	Ohio University	Molly Proto	Central Enrollment	Maevie Proto-Newton	Miami University
Jodell Coplan	Westmoor MS	Jayla Coplan	Xavier University	Christine Richards	Alpine ES	Zachary Richards	The Ohio State University
Dawn Barnes	Indianola K-8	Kara DeVol	University of Akron	Niles Riddel	Woodward Park MS	Alexa Riddel	Ohio University
Giuseppino DiRosario	Ft. Hayes HS	Santino DiRosario	Ohio University	Angela Robinson	Easthaven ES	Alayah Robinson	The Ohio State University
Christina Reed	Fairmoor ES	Micah Flory	The Ohio State University	Kimberly Roth	Oakland Park ES	Chloe Roth	University of Cincinnati
Erica Golden	Lindbergh ES	Kathryn Golden	Muskingum University	Maureen Nie	Valley Forge ES	Jenna Rutherford	Chamberlain University
Seth Harms	Eastmoor Acad. HS	Bryce Harms	University of Cincinnati	Steven Schmidt	Cols DOWNTOWN HS	Maddie Schmidt	The Ohio State University
Jovi Hensley	Woodcrest ES	Paul Hensley II	Otterbein College	Pamela Sheeran	Watkins ES	Anna Sheeran	The Ohio State University
Rachel Huntley	Southland	Olivia Huntley	Oberlin College	Londa Smith	Psychologist	Kyle Smith	Grace College
Nodjia Jensen	Burroughs ES	Rachel Jensen	Shawnee State University			Luke Smith	Grace College
		Tessa Jensen	Ohio University	Laurell Stewart	Livingston ES	Abigail Stewart	University of Kentucky
Cecilia Kanowsky	Ft. Hayes Career Ctr.	Luciana Kanowsky	Capital University	Mary Tressler	Ohio ES	Therese Tressler	University of Dayton
Nancy Coleman	École Kenwood K-6	Daniel Kasprovic	Denison University	Christine Warner	Windsor STEM K-6	Anthony Warner	Ohio University
Fian Kunes	17th Ave. Service Ctr.	Kevin Kunes	The Ohio State University	Christine Williams	CEA-R	Julie Williams	Kenyon College
Jada McDaniel	Cassady ES	Kaile McDaniel	Tuskegee University	Silvia Wolfson	World Language MS	Ionatan Wolfson	Yeshiva University
J Sanchez	Northland HS	Zyanya Menchaca-Howell	Wright State University	Renée Woodtke	Clinton ES	Danielle Wollerman	The Ohio State University
Renée Mild	Indian Springs ES	Nathan Mild	Ohio University				

Know Your Contract: Classroom Visitors and Parent Conferences

We know the possibilities are endless when our students' families and caregivers visit our schools. It's important to maximize their involvement in their children's educations. Unfortunately, in today's high-stakes world of education, visitors can disrupt the learning process in our classroom. The *Master Agreement* provides you rights regarding visitation to your classroom in Article 207. Note the following:



- All visitors to a school must check in at the office.
- If you are expecting a visitor, you should be advised by the office that he or she has arrived and is on the way.
- If you are not expecting a visitor, he or she should be escorted to your classroom.
- You have the right to reschedule a visitor when prior arrangements have not been made.
- No electronic devices will be used to make a record of the visit or conference except by agreement of the teacher.

For more information on visitation to your classroom, reference Article 207 of the *Master Agreement*. If you are experiencing issues with classroom visitation, speak with your Senior FR or call the CEA office at (614) 253-4731.

Honor Our Veterans

On Nov. 11, we honored America's veterans for their service and devotion to duty. 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:** Robert Knecht, Jr. ★ Laurie Tufts ★
Melissa Willis ★
- Air Force:** Elizabeth Bivins ★ Angel Negron ★
Debbie Seastone ★ Deborah Strouse ★

These names were submitted after the *Voice* had gone to print for Nov. 8.

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 on these dates:**

- 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 is valid for all meetings.

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/3D9KSY6>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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. Pending vote of the Board of Governors to send to arbitration.
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 held. Awaiting response.
Beechcroft HS Dr. Samuel Johnson	Beechcroft principal Dr. Samuel Johnson, in his capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education...	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Summary of Conference issued on or about October 19, 2021 from the grievant's...	Step 1 hearing held. Requested relief denied. Step 2 hearing pending.

Go to <https://bit.ly/3D9KSY6> to review the grievances in their entirety.

FR Workshop Attendance

We thank all the Faculty Representatives who attended the Virtual CEA FR Workshop on Thursday, Nov. 4. The work you do is vital. You are the core of our organization, bringing the concerns of the membership to our Association leaders and sharing Association news with our members. Thanks to the following units who had one or more members attend the Fall Faculty Representative Training:

17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Binns ES, BlendEd 9-12, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Colerain ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus North International HS 7-12, Columbus Spanish Imm. K-6, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Leewood ES, Librarians K-8, Lincoln Park K-6, Lindbergh ES, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Moler K-6, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Oakland Park ES, Oakmont ES, Ohio Avenue ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, Part-Time Intervention Specialists, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Emotional Learning Practitioners, Social Workers, South HS 7-12, South Mifflin STEM Acad. PreK-6, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Weinland Park ES, West Broad ES, West HS, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

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. 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. 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.

Go to <https://bit.ly/dsgfirstyear21> to download the application form. Grant applications can be emailed to Judy Valentine, Grant-in-Aid Chairperson at 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; **Kevin Jenkinson**, 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. You will be sent 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 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.** Go to <https://www.ccsob.us/Page/4815> for 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 with 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. Go to <https://ccsob-us.zoom.us/j/3059377463#> to participate on **Fridays from 8-8:15 a.m.** Contact **Jacquie Pencek**, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us with questions. **All staff are welcome.**