



Your Dues Dollars at Work: Mini-Grants

Your Union is proud to announce the next group of recipients of the CEA Foundation Mini Grants. These grants, available to all CEA members align directly with the mission of the CEA Foundation: to empower CEA members to design and implement innovative opportunities that will ultimately lead to higher achievement for all students. More than \$16,000 of your dues dollars are being invested in opportunities to reach more than 6,000 CCS students!



Early Educator Mini Grant (open to CEA members in years 1-5) up to \$350 awarded per grant

Brandi Braker	Woodcrest ES	All Hands On Deck
Maya Shaaban	Cols. International HS	Culturally Relevant Class Library
Lindsay Dawson	Speech & Language	Communicate!
Sonja DeGenova	Woodcrest ES	Young Entrepreneurs
Ann Glenn	Col's City Prep. School for Girls	New Class Start-Up
Jillian McCarter	Champion MS	Reading Enrichment for Special Needs Students
Linette McDaniel-Corrigan	Briggs HS	Small Group Seating

General Mini Grant (open to all CEA members) up to \$320 awarded per grant

Karen Ballmer	Whetstone HS	Graphic Novels for American History
Jody Barnes	Easthaven ES	Flexible Learning Space
Amy Bradley	Project Connect	Traveling Shelter Enrichment Packs
Atanya Brown	Devonshire ES	Reading at home
Jill Grimm	Ridgeview MS	Mice for Chromebooks
Hannah Green	Whetstone HS	Self Help in the Library
Brittany Marshall	Livingston ES	Alphabet manipulative
Kate Medwid	Whetstone HS	First Chapter Fridays
Ashley Pence	World Language MS	Vocabulary in Content
Melanie Richards	Elementary Music	Shady Lane Perform with PRIDE!
Tracey Rutherford	World Language MS	Headphones for ESL
Devorah Schlein	School Social Workers	PBIS
Amy Seidle	Siebert ES	"Let's Boogie and Write!"
Amye Sukapdjo	École Kenwood ES	2nd grade Gardening project
Jennifer Zalewski	Col's City Prep. School for Girls	A Peaceful Classroom

SEL Mini Grant (open to all CEA members) up to \$400 awarded per grant

Marcie Day	Forest Park ES	Regulate to Accelerate
Sharon Deal	Gifted & Talented	Depth and Complexity games (Jay Taylor Games)
Cheri Denis	Gables ES	Express Yourself!
Chaka Diop	SELPs	SEL and Diversity Club
Sona Eggleston	Eakin ES	Wellness Wednesdays
Erin Fisher	Yorktown MS	SEL Group
Brittany Herb	SELPs	Student Ambassador Program
Robert Johnson	Options for Success	SEL @ Support Center
Sejal Parikh	Hubbard ES	Mindfulness Small Groups
Melanie Poulson	School Social Workers	Self-regulation in schools
Yvonne Roberson	Mifflin MS	Mindful Movement
Julie Thomas	School Counselors	SEL at Ridgeview
Nancy Wolfe-Miller	Northland HS	Northland HS Fitness Fridays
Sybil Brown	Northland HS	Northland HS Bring STEM to Life!
Heather Caldwell Sebetich	Speech & Language	Dominion "Deaf Kids Are Not All The Same" video project
Kathleen McAfee	Woodcrest ES	Woodcrest Fourth Grade Explorers
Wanda Mays	Berwick K-8	Berwick Affirmations All Around

STEAM/STEM (open to all CEA members) up to \$600 awarded per grant

Natalie Schirripa	Gifted & Talented	Scholars Interest Matters: STEAM Tools for Empowering Student Choice
Trisha Seiler	Gifted & Talented	Lego Robotics
Jean Trimble	Northland HS	Vikings Breakout
Benjamin Wozniak	Arts Impact MS	Rock and Mineral Unit
Lindsay Gudesen	Ohio Ave ES	Math Library-Building Informational Text

Wellness Week

Enjoy your Wellness Week. You earned and deserve these five consecutive days of paid non-work. The CEA Office will be closed during the week of November 22. While the we will be closed from Monday, Nov. 22 through Wednesday, Nov. 25, the Officers and Staff of CEA will be working asynchronously off-site and can be contacted via email. Please note that the District is in "hibernation" mode and we will not have the ability to contact CCS administration or departments to resolve any issues during the week of Nov. 22. Have a safe and enjoyable Wellness Week and Thanksgiving Break.

Losing Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools have lost two of our own. Avalon ES second grade teacher **Lovelee Lawanda Kirk** passed away on Oct. 29, 2021. Clinton ES Special Needs Pre-K Teacher **Sharon Cullman** passed away on Nov. 10, 2021. Our hearts and our thoughts go out to their families and the staff at Avalon and Clinton ES.

HB 327: Anti-Freedom in the Classroom Bill Undermines Honesty in Education

OEA opposes HB 327. Despite some recent changes to the bill, HB 327 continues to prohibit K-12 schools, state institutions of higher education, state agencies, and political subdivisions from teaching, instructing, promoting, or providing professional development in certain "divisive concepts" listed in the bill. OEA also opposes HB 322, a similar bill that is receiving less attention from the Ohio House State and Local Government Committee.

Violations of murky state censorship prohibitions in HB

327 would threaten students with loss of graduation credit, schools with the cancellation of their state funding, and threaten educators with suspension/revocation of their state licenses. HB 327 also threatens financial harm to educators and schools with exposure to uncapped civil liability damages in lawsuits brought by parents alleging violations of state censorship regulations.

Educators and students deserve the freedom to teach and learn without fear of state censorship, intimidation, and punishment. Instead of more state regulations in the classroom, let's trust educators, administrators, and school board members to do the jobs they were trained and elected to do on behalf of students.

HB 99 Passes House, Heads to Senate

House Bill 99, sponsored by Representative Thomas Hall (R-Madison Township), passed the Ohio House on Wednesday, Nov. 17, on a 59-33 vote. Representative Gayle Manning (R-North Ridgeville) joined all 32 House Democrats in voting against the bill. It was previously voted out of the Ohio House Criminal Justice Committee by a party-line vote of 7-5. The bill would exempt a "person authorized to go armed within a school safety zone" from satisfactorily completing an approved basic peace officer training program. This would reverse the 2021 Ohio Supreme Court ruling on **Gabbard v. Madison Local School District Board of Education**.

Substitute House Bill 99 would prescribe state training requirements at a maximum of 20 hours of initial training and 4 additional hours to be completed annually. OEA believes this level of firearms training remains inadequate and will ultimately jeopardize the safety of students and staff.

Additionally, the measure requires a board of education or governing body of a school to notify the public that they have

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/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. At the time this edition of the Voice went to print, CEA was awaiting the Administration's 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.

Continued from Page 1

authorized one or more persons to go armed within a school of the board or governing body. However, the bill does not expressly state how often the governing body should notify the public and if school districts who have already authorized this policy are required to notify the public.

In the House Criminal Justice Committee, Representative David Leland (D-Columbus) offered two OEA supported amendments that were tabled. These amendments would have enhanced the notification provisions and removed the maximum training hour requirements and instead allow the Ohio Peace Officer Training Commission to determine the hours sufficient for training of armed school personnel. The bill will be referred to the appropriate Senate Committee for further action.

OEA remains opposed to the bill.

Bargaining Priorities Survey Coming Soon

Your Union would like to thank our members for the many responses we received from the Town Hall meetings and the Bargaining Issues Survey. The issues that were submitted have been compiled and sorted. By 5 p.m. on Monday, Nov. 29, CEA members will be sent a link for the online-only Bargaining Priorities Survey to their personal email. This survey will close at 11:59 p.m. on Sunday, Jan. 9, 2022. For security reasons, members should not access the survey from a CCS computer or a device connected to the CCS network. If CEA does not have your home email address, you will not be able to complete the survey online. If you haven't received the link, send an email to tellcea@ceaohio.org. Members who do not have a home computer or a non-CCS email address may complete the survey at the CEA office. Office hours are 8:30 a.m.-4:30 p.m., Monday-Friday. Contact Teri Mullins, CEA Bargaining Chair, at (614) 253-4731 or tmullins@ceaohio.org to set up a time to complete the survey.

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.

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.

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 Jenison**, 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.
- 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.**
- 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.ceaohio.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@ceaohio.org**. Call CEA at (614) 253-4731 with questions.