



Health and Safety

The health and safety of CEA members, our students, and school community remains the number one priority of your Union. As a reminder, our current MOU contains specific health and safety protocols as well as an expedited reporting process for health and safety issues. If you believe that you have a health and safety complaint or feel unsafe due to a violation of Covid-19 protocols, it is incumbent upon you or your school/unit SFR or FR to initiate the process with your administrator at the local level and keep your Union apprised by emailing CEAhealthsafety@ceaohio.org.

As a reminder, the current Covid-19 checklist can be found at <https://bit.ly/3EyBOBD> and the expedited Health and Safety Complaint Process can be found at <https://bit.ly/3Dracs1>.

Target ZER®

This school year, CEA has received an alarming number of calls from educators reporting they have been injured and assaulted while on the job. For many, classrooms are in crisis due to a high number of students with complex needs and a lack of resources to help address the challenging behaviors students may bring to school. Educators report being bitten, kicked, scratched, or punched at work by students as young as 4 years old.

Members must remember that failing to report an injury or assault, no matter how minor the incident may seem, does not help our students or ourselves. Without documenting the incident, advocating for safer workplaces becomes more difficult. This data helps CEA advocate for students to get the appropriate support, interventions, or placement they may need to address the underlying issue. In addition, if members don't report an injury or assault, CEA cannot advocate for you, the educator, to receive the administrative support, medical follow-up, or assault leave to which you may be entitled.

On a district level, without the data compiled from injury and assault reports, CEA cannot advocate for safety measures, consistent discipline, or other necessary changes. CEA wants all educators to work in a safe environment, free of workplace violence. Whether intentional or accidental, members must be informed about and consistent in reporting procedures. No work incident is too minor. No injury or assault goes unreported.

Public Service Loan Forgiveness (PSLF) Program

So far, since the start of the Biden administration, more than \$9.5 billion of student loan debt has been absolved. That's more than was forgiven in the previous four years combined. For new borrowers, the path forward to forgiveness will be more streamlined and achievable. For existing borrowers, there is a once-in-a-lifetime option for past payments made on the wrong type of loans as well as payments made using an ineligible repayment plan counting towards PSLF. **You must act before Oct. 31, 2022**, to take advantage.

To learn more, go to <https://bit.ly/31vQM8w> to join any (or all) of the ZOOM sessions below. If prompted, the meeting ID is **811 5168 7159** and the passcode is **516955**.

Dec. 13: 4:30–5:30 p.m.	Dec. 14: 7–8 a.m.
Dec. 15: 6–7 p.m.	Dec. 18: 1–2 p.m. (Saturday)
Dec. 20: 5–6 p.m.	Dec. 28: 1–2 p.m.



Is Your License Expiring?

If your Five-Year Professional License expires in 2022, you were sent an email from Human Resources in November with comprehensive instructions for renewing your license. If you have a Resident Educator License that expires in 2022, you will be receiving an email from Greg Mild in Professional Learning & Licensure. Your teaching license is your most important credential. Please read the email carefully. That detailed email contains specific instructions about the renewal process for this year, including how to complete the online application process through the Ohio Department of Education (ODE) website. Failure to comply with renewal regulations could result in non-renewal from the District.

If your license from ODE is expiring June 30, 2022, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Mar. 15 to be licensed by ODE for the 2022–2023 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.

In addition to the online application, you will need to complete a background check. All fingerprinting must be completed electronically through Webcheck. A permanent certificate still requires fingerprinting every five years. The Human Resources Department, located at 3700 S. High St., oversees this process. The CCS Fingerprint Office is open Monday through Friday, 8 a.m.–4 p.m. It is important to note that face-to-face operations are on an **appointment-only** basis to protect staff by adhering to health and safety guidelines for COVID-19. Go to <https://bit.ly/31CxYZ9> to schedule a date and time to complete your fingerprints. If you have any questions about the date of your last background check, or if you do not plan to renew your license, contact Leslie Butler, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us. Any questions concerning CEUs or the license renewal process should be directed to Greg Mild at gmild@columbus.k12.oh.us.

Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR). To download the job-share packet for the 2022–2023 school year, go to the CCS Intranet or download it at <https://bit.ly/3Eyyt0K>.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <https://bit.ly/jobshare2223> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m., Thursday, Dec. 16. On Friday, Dec. 17, a list of potential job-share partners will be emailed to each applicant completing the online form to assist in finding

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The CEA Master Agreement is set to expire in fewer than 252 days.

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/3yh6LmP>.

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.
Cranbrook ES Stan Embry	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cranbrook ES, Stan Embry, failed to provide...	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal provide appropriate administrative support to the affected bargaining unit members in the discipline...	Step 1 hearing pending
CCS Administration	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the 2019-2022...	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 Mas...	Step 2 hearing pending.

Go to <https://bit.ly/3yh6LmP> to review the grievances in their entirety.

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a jobshare partner. Each partner's completed job-share packet is due to CCS Human Resources, no later than 5 p.m., Tuesday, Jan. 11. If you have further questions about job sharing, contact Cindy Love at CEA at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

CEA Mini Grants

CEA Foundation Mini Grants serve to supplement materials teachers often find themselves purchasing for their classrooms on their own. The purpose of the Mini Grants is to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students. Early educator, **Yasmeen Mallory**, was able to use her Mini Grant for an easel on wheels to better meet the needs of her students at **Livingston ES** during pandemic social distancing. She stated, "This grant helps teachers, like myself, purchase things that are needed for students throughout the school year. I was in desperate need of an easel. This was especially due to COVID and the mobility of being able to move the easel around for students to see it up close. My easel has made teaching easier. Thank you once again CEA!"



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, go to <https://bit.ly/39aHbns> and use the form to communicate your request. 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 Ananou**, International HS; **Amy Brown**, Oakland Park ES; **Kevin Jennison**, CAHS; **Elizabeth Johnson**, West HS; **Florence Ray**, Beatty Park ES; and **Kimberly Saunders**, Social Worker. 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.
- CEA Spring 2022 Elections:** The following elected positions will be filled in the 2021-2022 election cycle: **NEA Local Delegates; NEA State-at-Large Delegates***; **2022-23 OEA Delegates, CEA President, CEA Vice President, District 2 Governor, District 7 Governor, District 8 Governor, District 9 Governor, and High School Governor-at-Large**. The **declaration period begins on Monday, Jan. 3**. Declaration forms are available for download on the CEA website or may be obtained by contacting Michelle Crouse (crousem@ceaohio.org). **Declaration forms must be received in the CEA office by 4:30 p.m., Friday, Feb. 4**. Ballots will be sent to buildings during the last full week of February. The **voting window begins Tuesday, Mar. 1, and ends Tuesday, Mar. 15**. Members of the Elections Committee will **collect ballots for tally Wednesday, Mar. 16**. Please call Elections Chair Brittany Herb at (440) 225-2631 with any questions.

* NEA State-at-Large Declaration Forms must be submitted to William Baird at OEA by January 31, 2022.



We hope you enjoy your time off!

