



## President's Message

CEA Family,

Welcome back! I sincerely hope the New Year finds you rested and rejuvenated after a much-needed winter break.

2021 was not a good year for many. As we celebrate 2022, we know the COVID-19 pandemic rages on, despite access to vaccinations. Nearly two years of lost classroom time have contributed to challenges educators have not seen before. Our students suffer emotionally, and this leads to behavioral and academic disruptions. Compounding classroom difficulties, is a district that demands grace yet shows little to its educators as they increase daily work expectations while offering little to no support.

Teaching today is emotionally and physically draining. With that said, we have hung in there. We show up every day under trying conditions and are ready to educate our students. We are there, on the front line, providing stability for many of our students in a chaotic world. If you have not heard it yet...*thank you*.

2022 has the potential to be promising for students, teachers, and the community. We have the opportunity through the bargaining process to bring meaningful change by continuing our efforts to give our students the schools *#ColumbusStudentsDeserve*. We can achieve this through our contract campaign. If we stand in solidarity with one another and our community, if we all participate in the contract campaign, and if we all decide today that we have the resolve to change things, then I do believe 2022 can be a great year for our students, our community, and Columbus Education Association Members. Once again, thank you for what you do.

In Solidarity,

John Coneglio

## Want to Get Out of Your Three-Year Commitment?

Your Union knows that from time-to-time issues arise at your current assignment, especially during your three-year commitment. Sometimes bargaining unit members experience strong philosophical differences with the program(s) within their current assignment. Other times, they experience health and/or safety issues within their current assignment.

Bargaining unit members that believe their skills would be best utilized in another assignment within the district have the opportunity to request a voluntary staff reduction from Human Resources. Two reasons can be cited to request a voluntary staff reduction: philosophical differences or health and safety concerns. Individuals who are interested in requesting a voluntary staff reduction must submit their request in writing to HR.

Any full-time contract bargaining unit member can request a voluntary staff reduction. You are not required to inform your administrator, or to ask their permission, to seek a voluntary staff reduction. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administrators. Keep in mind that requesting a voluntary staff reduction is just that—a request. Ultimately it is the decision of HR whether or not to grant each bargaining unit member's voluntary staff reduction request.

The deadline for teachers to submit their request for a voluntary staff reduction based on philosophical differences or health and safety is 5 p.m., Thursday, Jan. 13. Individuals requesting a voluntary staff reduction must provide specific reasons for making the request. Requests can only be submitted via email using your CCS email to [article211@columbus.k12.oh.us](mailto:article211@columbus.k12.oh.us). Include in the subject line "Voluntary Staff Reduction Request" followed by your first and last name and employee ID number. Faxed letters will not be accepted.

Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified by HR in late January or early February.

## Looking for a Job Share?

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>. 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.

## LA Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA Officers and Staff and vote on important issues affecting your Association. Any CEA member is welcome to attend the LA. The next meeting will be held Feb. 3, 4:30 p.m. The following is a list of buildings/units that were represented at the Dec. 2, Legislative Assembly:

17th Ave. Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK–8, BlendEd K–8, BlendEd 9–12, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus Global Acad. 6–12@Brookhaven, Columbus North International HS 7–12, Columbus Scioto 6–12, Columbus Spanish Imm. K–6, Como ES, Cranbrook ES, Dominion MS, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE@Central Enrollment, École Kenwood K–6, Elem. Art, Elem. Music, Elem. 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, Hilltonia MS, Hubbard Mastery School PreK–6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K–8, Innis ES, Juvenile Intervention Center, Leawood ES, Liberty ES, Librarians K–8, Lincoln Park K–6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK–6, Linden-McKinley STEM 7–12, Livingston K–6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K–6, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K–6, 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, St. Vincent, Starling K–8, Stewart ES, Sullivant ES, Trevitt ES, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK–6, Winterset ES, Woodcrest ES, Woodward Park MS, World Language MS, and Yorktown MS.

## Is Your License Expiring?

If your license from Ohio Department of Education (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

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**The CEA Master Agreement is set to expire in fewer than 231 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/3F4qjNZ>.

| Building/Unit Administrator              | Statement of Grievance  | Relief Requested   | Disposition  |
|--|---|--|--|
| <b>Whetstone HS Janet Routzong</b>       | 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. |
| <b>CCS Administration</b>                | 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.                                   |
| <b>CCS Administration</b>                | 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...                    | The CEA Board of Governors voted to advance this grievance to arbitration.                                   |
| <b>Beechcroft HS Dr. Samuel Johnson</b>  | 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 2 hearing held. Requested relief denied.  |
| <b>Cranbrook ES Stan Embry</b>           | 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 held. Awaiting response.  |
| <b>CCS Administration</b>                | 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 deadline extended due to possible resolution.   |
| <b>Salem ES Nikki Myers</b>              | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Salem ES Principal, Nikki Myers, acting as an agent of the Board of Educa...                | The grievants shall be made whole in every way, including but not limited to the following: The administrator will create and equitable duty schedule for CEA bargaining unit members assigned to Salem ES...                | Step 1 hearing pending.  |
| <b>Hamilton STEM K-6 Dr. Chris Brady</b> | The CEA/Board Agreement was violated, misinterpreted and/or misapplied, when the principal of Hamilton STEM ES, Dr. Christopher Brady allowed...                        | That the grievant shall be made whole in every way, including but not limited to the following: The grievant's schedule be adjusted to include a five minute passing time between all classes; that the grievant's duty...   | Step 1 hearing held. Awaiting response.  |

Go to <https://bit.ly/3F4qjNZ> to review the grievances in their entirety.

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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–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/3lCxYZ9> 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](mailto: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](mailto:gmild@columbus.k12.oh.us).

## 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.



- Jan. 6 **Middle School Art Collaborative**  
(2:45–3:45 p.m. via Zoom)
- Jan. 11 **Beyond the Numbers: Using Data to Guide Instruction**  
(4:30–6:30 p.m. via Zoom)
- Jan. 12 **Resident Educator Year 4 Licensure and IPDP Information Session**  
(3:30–4:30 p.m. via Zoom)
- Jan. 13 **Why is it so Hard to Get Students to Do Independent Work?**  
(3:15–4:15 p.m. via Zoom)
- Jan. 18 **Resident Educator Year 4 Licensure and IPDP Information Session**  
(4:30–5:30 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.

## 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. 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.

## CEA Mini Grants

More than 100 CEA Members have been granted CEA Foundation Mini Grants since its inception.

Many teachers start planning for the next school year now, and that could include thinking about applying for The CEA Foundation Mini Grants. The purpose of the 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.



**Heidi Baxter**, a teacher at the new **World Language MS**, received a mini grant last spring. She has been able to start using it this school year. She said, "As the WLMS begins new programs and clubs, our students deserve a club dedicated to STEAM. Our STEAM Club includes students learning English, French, and Spanish. This club permits students to learn and collaborate in their language of study. Our club is starting strong with the CEA Mini Grant. The supplies need include all the basics for inquiry learning and hands-on fun."

## 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; **Ronda McIntyre**, Indianola K–8; **Teresa Provens**, Eastmoor Acad. 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 current 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](mailto: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.** 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 Jan. 31, 2022.