President’s Message
CFAA 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 vaccines. 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,
[Signature]
John Connelло
President

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/3EyoyrK. Each partner’s completed job-share packet should be submitted 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, Beecherhoff HS, Berwick PreK–5, Blendon K–8, Blendon 9–12, Bergs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassidy ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC, Columbus City Pep, School for Boys, Columbus City Pep, School for Girls, Columbus Gifted Academy, Columbus Global, Academy 6–12, #Brookhaven, Columbus North International HS 7–12, Columbus Scioto 6–12, Columbus Spanish JN, K–6, Camo ES, Cranbrook ES, Dominaion MS, Dusaberry Park ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastwood Academy ES, ECE/Central Enrollment, École Kenwood K–6, Elm. Art, Elm. Music, Élem. Ph. Ed., Fairmoor ES, Fairmount Park ES, Ft. Hayes K–8, Ft. Hayes Academic & HS, Ft. Hayes Gables ES, Geoghegians MS, Gifted & Talented, Hilllona MS, Hubbard Mastery School PreK–6, Hyde ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K–8, Inino ES, Juvenile Intervention Center, Leawood ES, Liberty ES, Librantians K–8, Lincoln Park K–6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK–6, Linden McKinley STEM 7–12, Livingston K–6, Matte 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, Parkmore ES, Parsons K–6, Parbut TIME Intervention Specialists, PBES Coordinators, Psychologists, School Counselors, Scwright 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, Sullivan ES, Trevitt ES, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Weedcorwood MS, Weiland Park ES, West Broad ES, West HS, West Mifflin ES, Westcote ES, Wintonwood MS, Wintstone HS, Windsed STEM Acad. PreK–6, Winterset ES, Woodcrest ES, Woodward Park MS, World Language MS, and Yorktown MS.

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 is based on philosophical differences or health and safety at 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. 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.

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 are maintaining your license, you must submit the required coursework or CEUs for renewal.
If your license is current, but not expiring in 2022, you must submit the required coursework or CEUs prior to renewal.
If you have further questions about your license expiring, contact Shawna Parker, Professional Development Specialist, at (614) 253-3160 or Shawna.Parker@cpsd1.org.
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/3FgqNZ](https://bit.ly/3FgqNZ).

### 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 who deserve a club dedicated to STEAM. Our STEAM Club includes students who are in need of donated days: Brittany, Beatty Park ES; and Kimberly Saunders, Social Worker. To donate, enter your name at the top of the CEA Foundation Board of Governors to send to arbitration.

### 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, Indiana Kai–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 CEA Foundation Board of Governors to advance this grievance to arbitration.

☐ 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 (crouse@ceahio.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.