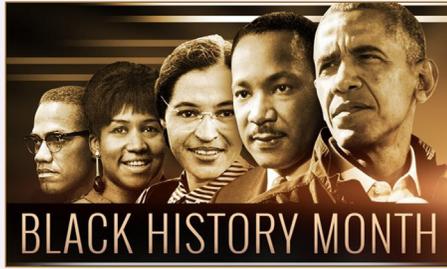


## Honoring Black Americans

This month, we remember the contributions of many Americans who were left out of the history books for many decades. It is our opportunity to share the accomplishments of American heroes and to emphasize that American history isn't the purview of any one group of people.



Black History Month began in 1926 when historian Carter G. Woodson urged fraternity brothers of Omega Psi Phi Fraternity, Inc. to help promote a "Negro History Week." Woodson, a Harvard-trained historian, believed that promoting the achievements of Black people would help to combat prejudice and build a sense of pride among his people.

Since 1976, every U.S. President has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating Black history.

The theme for 2022 focuses on the importance of Black Health and Wellness. This theme acknowledges the legacy of not only Black scholars and medical practitioners in Western medicine, but also other ways of knowing (e.g., birth workers, doulas, midwives, naturopaths, herbalists, etc.) throughout the African Diaspora. The 2022 theme considers activities, rituals and initiatives that Black communities have done to be well.

In order to foster good health and wellness Black people have embarked on self-determination, mutual aid and social support initiatives to build hospitals, medical and nursing schools (i.e. Meharry Medical College, Howard University College of Medicine, Provident Hospital and Training School, Morehouse School of Medicine, etc.) and community clinics. Clinics were established by individuals, grassroots organizations and mutual aid societies, such as the African Union Society, National Association of Colored Women and Black Panther Party, to provide spaces for Black people to counter the economic and health disparities and discrimination that are found at mainstream institutions.

Go to <https://asalh.org/black-history-themes/> for classroom resources.

## UNCF Helps Columbus Students

UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar we raise is designated for scholarships for Columbus City School students. Please be generous in your giving. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation.



This drive is very important, as we prepare our students for jobs in the global community. More than 60 percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come.

This year's campaign is completely online. To donate, go to the UNCF's secure website at <https://bit.ly/3g2x8os>. Our UNCF Workplace Campaign ends on Feb. 28, 2022. "A mind is a terrible thing to waste."

## NEA Member Benefits Adds Value to Membership

It's cold outside, but NEA Member Benefits is heating things up with more engagement opportunities. Student Loan Forgiveness remains a HOT topic but we're adding two more. To keep things simple, you can use the same link below to join any (or all) of the sessions. **Each session will only last one hour** but what you learn will last your lifetime.

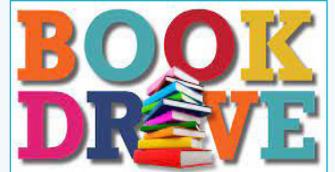
- **Student Loan Forgiveness: New hope for hundreds of thousands of borrowers!**  
Feb. 2, 5 p.m.; Feb. 10, 5 p.m.; Feb. 16, 7 a.m.; and Feb. 23, 5 p.m.
- **When Can I Afford To Retire or Will I Just Die At My Desk?**  
Feb. 7, 4 p.m.
- **I Gotta Get Away: Thinking about Spring and Summer Breaks Finding Affordable Getaways with the NEA Travel Program, the EA Discount Ticket Program and the NEA Marketplace.**  
Feb. 22, 4:30 p.m.

Use this link to join any (or all) of the above sessions:

<https://bit.ly/3fUxmhe>. If prompted, the Meeting ID is 851 5663 3669 and the Passcode is 659813.

## CEA Book Drive

CEA has joined hands with the district in this effort through our annual CEA book drive. This year, we will be shifting our focus to books appropriate for Pre-K readers and their families. It is no secret that early literacy skills help to build learning success across all subject areas. Our campaign kicks off Thursday, Feb. 3, and ends Monday, Feb. 28. Each member of CEA is being asked to donate a brand-new book to the campaign. A suggested book list has been given to your FR for your review.



For every three new books, a member donates to the campaign they will be entered in a drawing for VISA gift cards (4-\$50 prizes; 3-\$100 prizes). You will receive one entry for every three books donated (entry forms available from your faculty representative). The more books you give, the more chances you have to win. Complete and submit entry forms to Teri Mullins at CEA no later than Monday, Feb. 28. The drawing will be Monday, Mar. 14.

For more information, contact Teri Mullins at (614) 253-4731, or at [tmullins@ceaohio.org](mailto:tmullins@ceaohio.org). Thank you for your support of our Pre-K students. Together we can continue our 15-year legacy of putting books in the hands of our students.

## Take the Professional Staff Survey

The Article 211 selective interview process has begun. Whether you have to interview this spring or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a new school than from the CEA members that currently work there? Because this is important, it is part of the contract.



An email containing the link to the survey was sent to members' non-CCS email addresses. The survey will close on Sunday, Feb. 6, 11:59 p.m. If you did not get the email message or if CEA does not have your current non-CCS email address, send it to [cea@ceaohio.org](mailto:cea@ceaohio.org) to participate in the survey. You will be able to access this survey from home or work. The survey results for each building/unit will be published on CEA's website the week of Feb. 14, so you can make informed decisions during the 211 process.

## 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 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/34d8gYr>.

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 Master Agreement...	The CEA Board of Governors voted to advance this grievance 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 bargaining unit...	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 the MOU. The...	The CEA Board of Governors voted to advance this grievance to arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the 2019-2022 CEA-CCS...	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 Master Agreement...	Step 2 deadline extended due to possible resolution.
CCS Administration	The Columbus City School Board of Education and/or its agents violated binding past practice when bargaining unit members were directed to report to Valley Forge...	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 past practice regarding...	Filed at Step 2 Pursuant to CEA-CCS 2019-2022 Master Agreement Article 110.06
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master Agreement...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the written reprimand issued on or about January 11, 2022 from all employee...	Step 1 hearing pending.

## Article 211 Calendar

Conducted hybrid (Virtual and In-Person)

February		
Friday	11	Administrative Staff Reduction Notification (Please ensure written notification is provided)
Friday	11	Deadline to Notify Staff of Reorganizations (Please ensure written notification is provided) <i>* Future reorganizations may be necessary due to vacancies that occur.</i>
Wednesday	16	Alternative Interview Panel due to CEA
Wednesday	16	Interview selection panel members should be identified, trained, and assigned duties.
Friday	18	Round 1 Postings OPEN [All known openings] by 2 p.m.
Tuesday	22	Round 1 Postings CLOSE Applications no longer accepted after 5 p.m.
Thursday	24	Round 1 Interviews OPEN Schools and Departments [All known openings] Interview Times are as follows: <b>Elementary &amp; K-8 after 3:30 p.m.</b> <b>Middle &amp; High Schools after 2:30 p.m.</b>
March		
Tuesday	1	Round 1 Interviews CLOSE Schools and Departments Selection Agreement Forms and Rosters sent by HR to Principals (electronically) by 5 p.m.

## Continuing Contract: Apply Now

This year, bargaining unit members submit their Continuing Contract application using Google Forms only. Bargaining unit members will have to be logged into their CCS email account in order to utilize the online form. Go to <https://bit.ly/3KaDcbY> to utilize the online application process.

Questions should be directed to Teacher Certification & Licensure at (614) 365-6680 or [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us). All applicants will receive an electronic confirmation. Applicants must check their email (spam or junk folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the Continuing Contract applications will be sent via email by Mar. 31, 2022.

## Teaching Preference

Have a particular teaching preference? Now is your chance to make your request for the 2022-2023 school year. Section 211.05 of the *CEA Master Agreement* allows members to express their teaching assignment preferences in writing for the following school year to the building principal. The deadline is Tuesday, Feb. 1. There are no guarantees, but our agreement gives members this opportunity.

## 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 contract, you have until June 30 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.

Contact Greg Mild at [gmild@columbus.k12.oh.us](mailto:gmild@columbus.k12.oh.us) with any questions concerning CEUs or the license renewal process.

## PAR/CEU Classes

The Peer Assistance and Review office is offering professional growth opportunities for teachers of all skill and grade levels. Participants will receive CEUs. Course materials will be provided.

**Feb. 3 Middle School Art Collaborative**  
(2:45-3:45 via Zoom)

**Feb. 8 Everybody's Welcome Here: Ensuring Success in the Inclusive Classroom** (4:30-6:30 p.m. via Zoom)

Register on PD Planner for the sessions listed above. Call the PAR Office at (614) 365-5110 for more information.

## How to Request Remote Work

Go to <https://bit.ly/39aHbnS> if you are subject to quarantine or required to self isolate and wish to apply for remote work. 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.

## Super Severance: Good Attendance Pays Off at Retirement

If you want enhanced (super severance) pay, our contract requires members to notify the District of your intention of retirement by Feb. 1 of their retirement year. You will receive pay for 50 percent of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 means you receive more for your unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted. To estimate the amount of your severance pay, access **Employee Self Service** and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information. **Notices of retirement are being accepted online only.** To submit your form, go to <https://bit.ly/3F3vfSl>.

## Special Notes

- February Legislative Assembly:** The February LA is being held **in-person** at the Villa Milano. **Only SFRs are invited from each unit due to COVID.** SFRs should *RSVP* to Michelle Crouse at [crousem@ceaohio.org](mailto:crousem@ceaohio.org). If an SFR cannot attend, the FR or AFR should *RSVP* and go in their place. **There is no virtual option for this meeting. We will be voting on the Bargaining Priorities to send to the table in negotiations.**
- 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; **Donna Robinson-Fort**, Independence HS; 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 is underway. Declaration forms are available 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 Friday, Feb. 4, 4:30 p.m.** 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 Delegate Declaration Forms must be submitted to William Baird at OEA by Jan. 31, 2022.