



## CEA Spring Elections

Campaigning for the CEA Spring Election is underway and ends on Mar. 16. Voting will begin on Mar. 1 and end on Tuesday, Mar. 15. See your Senior Faculty Rep for a ballot. (All candidates in each category are listed in alphabetical order and not in the order they will appear on the ballot.)

### CEA President

John T. Coneglio  
Robin M. Jeffries

### Candidates for CEA Vice President

Philip W. Hayes  
Robin M. Jeffries

### CEA District 2 Governor (Unopposed)

Carla Davis

### CEA District 7 Governor (Unopposed)

Jada Jackson

### CEA District 8 Governor (Unopposed)

Cindy "CJ" Jamison

### CEA District 9 Governor (Unopposed)

Traci Arway

### High School Governor-at-Large (Unopposed)

Megan Hinz

### Candidates for NEA Delegate

D Keith Adams, Mikasa Barton, Sandra M. Bopp, Courtney Coman, Kriston Crombie-Stotik, Clarence W. Daniels, Jr, Carla Davis, Keith A. Emrick, Marty Flood, Jr, Kendra Ford McGaughy, Regina R. Fuentes, Thomas Gibson, Heather Giles, Ellen Giovinnazzo, Kelsey Gray, Jennifer Harvey, Tai Hayden, Tracie L. Helmbrecht, Megan Hinz, Hal Howard, Jada Jackson, Robin M. Jeffries, Traci L. Johnson, Stephanie R. Leasure, Shannon Lisko, Cindy Love, Julie A. Meyer, Greg Mild, Teri Mullins, Kim Allbaugh Ogilbee, Cynthia Price, Dale Rucker, Denise K. Sizemore, Cynthia Smithers, April Walsh, Jennifer Weigand, Chris Weyand, Merele Wilder, and Dwayne Zimmerman.

### Candidates for NEA State-At-Large Delegate

D. Keith Adams, Courtney Coman, Keith A. Emrick, Marty Flood, Jr., Robin M. Jeffries, April Walsh, Chris Weyand, and Merele Wilder.

### Candidates for OEA Delegate (2022-2023)

D Keith Adams, Kim Allbaugh-Ogilbee, Mikasa Barton, Bethany Bell, Nicole Bell, Sandra Bopp, Elizabeth M. Brown, Kesha Calloway, Nicole Chavers, Courtney Coman, Kriston Crombie-Stotik, Kenya Davis, Keith A. Emrick, Claudia Eschelbach, Marty Flood, Jr, Kendra Ford McGaughy, Regina R. Fuentes, Thomas Gibson, Heather Giles, Ellen Giovinnazzo, Donte Goosby, Kelsy Gray, Ashley Green, Jill Grimm, Brian G. Hamilton, Jennifer Harvey, Tai Hayden, Tracie L. Helmbrecht, Megan Hinz, Hal Howard, Robin M. Jeffries, Traci L. Johnson, Linda L. Kennedy, Jen Kinkela, Jennifer M. LaPlace, Jacqueline Levakis, Shannon Lisko, Cindy Love, Andrew Merritt, Julie A. Meyer, Greg Mild, Jody Minter, Alyssa Mitchell, Amy Mondillo, Teri Mullins, Georgia O'Hara, Sara Penny, Cynthia Price, Dale Rucker, J Sanchez, Denise K. Sizemore, Michael B. Smith, Cynthia Smithers, Izetta N. Thomas, April Walsh, Jennifer Weigand, Chris Weyand, Merele Wilder, Constance Workman, Kari Yates, Angela Zalenski, Dwayne Zimmerman, and Jennifer Zutterling.

## Spring 2022 CEA Foundation Mini Grant

The Spring 2022 CEA Foundation Mini Grant window opens Feb. 14, 2022. Mini Grants serve "to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students." Mini Grants are separate from the district grants such as Teacher Dream Grant and ESSER Macro Grants.

All eligible CEA members are encouraged to apply to one of the following Mini Grants:



<b>General Grant</b>	Up to <b>\$320</b> per grant
<b>New Educator Grant</b> (Educators in years 1-5 of their career)	Up to <b>\$350</b> per grant

<b>SEL Grant</b>	Up to <b>\$400</b> per grant
<b>STEM/STEAM Grant</b>	Up to <b>\$600</b> per grant

To apply, go to <https://bit.ly/325J7ho> or scan the QR Code. (QR Code works best with Android devices. iPhone users are encouraged to use the direct web link.) Completed applications are **due Mar. 23, 2022, by 5 p.m.** Contact Tracie Helmbrecht at (614) 398-1201 with any questions.

## Apply Now to be in the TLI

The Columbus Education Association, in collaboration with the National Education Association, the National Board of Professional Teaching Standards and the Center for Teaching Quality, is seeking 50 CEA members to participate in the 2022 cohort of the Teacher Leadership Initiative (TLI). In the coming months, hundreds of teachers from multiple sites across the country will be selected to participate. Those who are selected to participate and complete the entire experience will receive a \$500 completion honorarium and earn 18 CEUs for their work. Through the TLI, you will hone your expertise and engage in leadership work in schools, state houses, and associations throughout the country. The TLI will prepare you to serve as a leader of the profession, with the knowledge, skills, and core values to meet the new demands as a 21st-century teaching professional. The deadline to submit your online application is Friday, Feb. 25. To submit your application, go to <https://bit.ly/TLI2022>. Be sure that your application is complete. Applicants will be notified of selection by early March. For information about applying for this program, contact Dorothy Wilson at CEA at (614) 253-4731.

## Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like some financial assistance with their college education? Consider applying for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. **Applications are due by 4 p.m., Friday, Mar. 25, 2022.** You can find the application at <https://bit.ly/3GxSdBO>.



The scholarship application must include a statement of the student's personal philosophy and goals and also include two references: One from a current academic instructor with whom the student has studied during the past year and one from someone other than a relative. Applicants must be the children of a CEA or CEA-R members for their dependent(s) to be eligible. A teacher must:

- Be a current CEA or CEA-R member
- Have taught in Columbus City Schools for the four (4) years prior to applying for the scholarship unless the applicant taught for four (4) years prior to:
  - Going on an approved leave of absence
  - Going on an approved disability retirement
  - Retiring and maintaining membership in CEA-R

Applicants must:

- Be the child of a CEA or CEA-R member.
- Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
- Have a cumulative grade point average of 2.5 or above, which must be verified by an official high school or university transcript. Copies will not be accepted.
- Be a full-time student while enrolled in college.
- Include a copy of the Student Aid Report from FASFA.
- Indicate all financial aid (other than student loans) which they expect to receive.

The Christa McAuliffe Memorial Scholarship is granted each year to a student majoring in education (unless no education applicants apply). This scholarship will be 1½ times the amount of any other scholarships awarded. Send completed applications to: Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205.

# 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/3JjkCgW>.

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 Master Agreement...	The CEA Board of Governors voted to advance this grievance 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 bargaining unit...	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 MOU. The...	The CEA Board of Governors voted to advance this grievance to arbitration.
<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 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.
<b>CCS Administration</b>	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
<b>CCS Administration</b>	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.
<b>CCS Administration</b>	On or about January 18, 2022 and ongoing, the Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions...	Affected grievants shall be made whole in every way, including but not limited to the following: Columbus City Schools shall immediately conform with the provisions of Article 209.04 of the Master Agreement. Grievants who...	Filed at Step 2 Pursuant to Article 110.06 of the Master Agreement. Hearing pending.
<b>CCS Administration</b>	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 return the \$614 that was removed from his classroom and personal lockboxes on or around...	Step 1 hearing pending.
<b>Parkmoor ES Charmaine Campbell</b>	Parkmoor ES principal Charmaine Campbell, in her 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 Written Reprimand issued on or about February 2, 2022 from the grievant's...	Awaiting Step 2 hearing.
<b>Juvenile Intervention Center Teresa McGurr</b>	Teresa McGurr violated binding past practice when bargaining unit members were directed to teach in the "PODS" instead of their classrooms at the Juvenile Intervention Center.	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 bargaining unit member teaching in pods.	Step 1 hearing held. Requested relief denied. Step 2 hearing pending.

## UNCF Helps Our 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 Feb. 28, 2022.

## Article 211 Calendar

Conducted hybrid (Virtual and In-Person)

February		
Wednesday	16	Alternative Interview Panel due to CEA
Wednesday	16	Interview selection panel members should be identified, trained, and assigned duties.
Friday	18	<b>Round 1 Postings OPEN</b> [All known openings] by 2 p.m.
Tuesday	22	<b>Round 1 Postings CLOSE</b> Applications no longer accepted after 5 p.m.
Thursday	24	<b>Round 1 Interviews OPEN Schools and Departments</b> [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	<b>Round 1 Interviews CLOSE Schools and Departments</b> Selection Agreement Forms and Rosters sent by HR to Principals (electronically) by 5 p.m.

## Make a Donation to the 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 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 by 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.

## 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.

## 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: **Morgan Beck**, Devonshire ES; **Lois McFaddin**, East HS; **Robert McFaddin**, Liberty ES; **Stephanie Place**, Lincoln Park K-6; **Teresa Provens**, Eastmoor Acad. HS; and **Melissa Whitehair**, Olde Orchard 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.
- CEA Spring 2022 Elections:** The following elected positions will be filled in the current election cycle: **NEA Local Delegates**, **NEA State-at-Large Delegates**, **CEA President**, **CEA Vice President**, and **High School Governor-at-Large**. The 2022-23 OEA Delegates, District 2 Governor, District 7 Governor, District 8 Governor, and District 9 Governor races were won by acclamation. 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.
- Capital District Elections for President and Vice President** will be conducted at the **Capital District Representative Assembly on Wednesday, Apr. 13, 2022**.
- The following buildings/units have been approved to use alternative interview panels during the Art. 211 process: **Alpine ES**; **Avalon ES**; **Beatty Park ES**; **Cols. Africentric EC MS**; **Easthaven ES**; **Fairmoor ES**; **Gifted & Talented**; **Health, Family, & Community Services**; **Independence HS**; **Ohio Ave. ES**; **Professional Learning & Licensure**; **School Counselors**; **School Psychologists**; **Starling PreK-8**; **Watkins ES**; and **Yorktown MS**.