



Results from the CEA Staff Survey

The annual 2021–2022 CEA Staff Survey, as provided for in the *Master Agreement*, is complete. Our members study the results closely during the 211 process as they consider applying for posted positions. The results are available at www.ceaohio.org/cea-surveys/. Below are the **highest** and **lowest**-ranking work locations based on the following category averages:

	Vision	School Climate	Administrator-Teacher Relationship	Democratic Process	Instructional Programs	Instructional Resources	Professional Environment	Student Behavior	Family & Community
1	BlendEd 9-12	BlendEd 9-12	BlendEd 9-12	BlendEd 9-12	BlendEd 9-12	BlendEd 9-12	BlendEd 9-12	BlendEd 9-12	World Language MS
2	World Language MS	Colerain ES	World Language MS	Colerain ES	Colerain ES	Colerain ES	Juvenile Intervention Ctr.	Colerain ES	BlendEd 9-12
3	École Kenwood	World Language MS	Wedgewood MS	World Language MS	Wedgewood MS	Binns ES	Binns ES	World Language MS	Wedgewood MS
4	Liberty ES	Northgate Intermediate	Beatty Park ES	Wedgewood MS	World Language MS	Sullivant ES	World Language MS	Beatty Park ES	Binns ES
5	Sullivant ES	École Kenwood	Valleyview ES	Binns ES	Avondale ES	World Language MS	Northgate Intermediate	Indian Springs ES	Colerain ES
6	Northgate Intermediate	Indian Springs ES	BlendEd PreK-8	Juvenile Intervention Ctr.	Binns ES	Como ES	Wedgewood MS	Devonshire ES	Parkmoor ES
7	Binns ES	Alpine ES	Colerain ES	Northgate Intermediate	École Kenwood	École Kenwood	Colerain ES	Sullivant ES	Valleyview ES
8	BlendEd PreK-8	Devonshire ES	Devonshire ES	Indian Springs ES	Northgate Intermediate	Wedgewood MS	Avondale ES	Como ES	Northgate Intermediate
9	Wedgewood MS	Columbus Spanish Imm. ES	Duxberry Park ES	École Kenwood	Gifted Academy@Everett	Liberty ES	Sullivant ES	Wedgewood MS	Southwood ES
10	Westgate ES	Valley Forge ES	Indian Springs ES	Beatty Park SN	Southwood ES	Avondale ES	Alpine ES	Binns ES	Indianola Informal K-8
3.5	Fairmoor ES	Buckeye MS	Fairmoor ES	Cranbrook ES	Johnson Park MS	Linden-McKinley STEM 7-12	Fairmoor ES	East Columbus ES	Independence HS
3.5	Livingston ES	Windsor ES	Hamilton PreK-6	Linden-McKinley STEM 7-12	Whetstone HS	Siebert ES	Linden-McKinley STEM 7-12	Whetstone HS	Salem ES
3.5	Marion-Franklin HS	Briggs HS	Linden-McKinley STEM 7-12	Eastmoor Acad. HS	Fairmoor ES	West HS	Livingston ES	Fairmoor ES	Eastmoor Acad. HS
3.5	Salem ES	Eastmoor Acad. HS	Marion-Franklin HS	Forest Park ES	Westmoor MS	Eastmoor Acad. HS	Hamilton PreK-6	Hamilton PreK-6	Linden-McKinley STEM 7-12
3.5	Westmoor MS	Independence HS	Oakmont ES	West HS	Eastmoor Acad. HS	Valleyview ES	Westmoor MS	Linden-McKinley STEM 7-12	Fairmoor ES
3.5	Linden-McKinley STEM 7-12	West HS	Westmoor MS	Hamilton PreK-6	Marion-Franklin HS	Windsor ES	Salem ES	Eastmoor Acad. HS	Hamilton PreK-6
3.5	Eastmoor Acad. HS	Marion-Franklin HS	Eastmoor Acad. HS	Westmoor MS	East Columbus ES	BlendEd PreK-8	Eastmoor Acad. HS	West HS	Ridgeview MS
3.5	Oakmont ES	Westmoor MS	Cranbrook ES	Fairmoor ES	Linden-McKinley STEM 7-12	Highland ES	Marion-Franklin HS	Livingston ES	Marion-Franklin HS
3.5	Cranbrook ES	Linden-McKinley STEM 7-12	West HS	Salem ES	West HS	Westmoor MS	Oakmont ES	Westmoor MS	West HS
3.5	West HS	Hamilton PreK-6	Salem ES	Oakmont ES	Hamilton PreK-6	Hamilton PreK-6	West HS	Marion-Franklin HS	Oakmont ES

Note: Results include work locations with a participation rate of 50 percent or higher on the 2021–2022 CEA Staff Survey.

Spring 2022 CEA Foundation Mini Grant

The Spring 2022 CEA Foundation Mini Grant window opens Feb. 14. 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:

General Grant	Up to \$320 per grant
New Educator Grant (Educators in years 1–5 of their career)	Up to \$350 per grant
SEL Grant	Up to \$400 per grant
STEM/STEAM Grant	Up to \$600 per grant

To apply, go to <https://bit.ly/325J7ho>. Completed applications are **due Mar. 23, by 5 p.m.** Contact Tracie Helmbrecht at (614) 398-1201 with any questions.

Apply Now to be in the TLI

CEA, 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, statehouses, 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 (614) 253-4731.

Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like financial assistance with their college education? Apply 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 Friday, Mar. 25, 4 p.m.** Find the application at <https://bit.ly/3GxSdBO>. The document contains instructions to successfully complete the application.

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 campaign ends Feb. 28.

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 for Pre–K readers and their families. Each member of CEA is asked to donate a brand-new book. A suggested book list has been given to your FR for your review.

For every three new books a member donates, they will be entered in a drawing for VISA gift cards (4–\$50 prizes; 3–\$100 prizes). Entry forms available from your FR. 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. Together we can continue our 15-year legacy of putting books in the hands of our students.

The CEA Master Agreement is set to expire in fewer than 182 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 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/3rTKmub>.

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 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.
CCS Administration	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.
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 return the \$614 that was removed from his classroom and personal lock boxes on or around...	Step 1 hearing pending.
Parkmoor ES Charmaine Campbell	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.
Juvenile Intervention Center Teresa McGurr	Teresa McGurr violated binding past practice when bargaining unit members were directed to teach in the "PODS" instead of their classrooms at the Juvenile...	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...	Step 1 hearing held. Requested relief denied. Step 2 hearing pending.
Champion MS James Wilson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Champion MS, James Wilson, failed to utilize the full-time...	That the grievants shall be made whole in every way, including, but not limited to the immediate restoration of in-school suspension at Champion MS and that no reprisals be taken against the grievants for the filing of this ...	Step 1 hearing held. Awaiting response.
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate admin...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS...	Step 1 hearing pending.

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 Mar. 3, 4:30 p.m. The following is a list of buildings/units that were represented at the Feb. 3, Legislative Assembly:

17th Ave. Service Center, Adapted PE, Arts Impact MS, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, BlendEd K-8, Briggs HS, Broadleigh ES, Burroughs ES, Cassidy ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Columbus City Prep. School for Boys, Social Emotional Learning Practitioners, Columbus Gifted Academy, Columbus North International HS 7-12, Columbus Spanish Imm. K-6, Como ES, Devonshire ES, Dominion MS, East Columbus ES, East HS, Eastmoor Acad. HS, ECE@Central Enrollment, Elementary Art, Elementary Music, Fairwood K-6, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Gifted & Talented, Highland ES, Hubbard Mastery School PreK-6, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Liberty ES, Librarians K-8, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Nurses, Oakland Park ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, PBIS Coordinators, Psychologists, School Counselors, Scottwood ES, Siebert K-6, Social Workers, Southland, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Stewart ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Whetstone HS, Windsor STEM Acad. PreK-6, Woodcrest ES, Woodward Park MS, World Language MS, and Yorktown MS.

Article 211 Calendar

February		
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: Elementary & K-8 after 3:30 p.m. Middle & High Schools after 2:30 p.m.
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.

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.

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. 22 Becoming Trauma Informed (4:30-6:30 via Zoom)

Mar. 2 World Language Middle School Mixer
(3:30-5:30 p.m. location TBD)

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

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: **Lois McFaddin**, East HS; **Robert McFaddin**, Liberty ES; **Stephanie Place**, Lincoln Park K-6; and **Teresa Provans**, Eastmoor Acad. HS. 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**. Sign the form and indicate to whom you are making the donation. Note: An administrative signature is not required on the donation form.
- CECE Social:** Come join us at **Pins Easton** (4117 Worth Ave.) on **Thursday, Feb. 24, at 4:30 p.m.** for some fellowship, fun, and important information regarding our upcoming bargaining season. The first five to register will receive a box of free school supplies. **RSVP at <https://bit.ly/3sF6HEP>.**
- The following buildings/units have been **approved to use alternative interview panels** during the **Art. 211 process**: Broadleigh ES, Clinton ES, Forest Park ES, Hamilton STEM K-6, Independence HS, Juvenile Intervention Ctr., Mifflin HS, North Linden ES, Oakland Park, Olde Orchard ES, OT/PT, Cols. Prep School for Girls, School Social Workers, Scottwood ES, Social Emotional Learning Practitioners, Walnut Ridge HS, and Woodcrest ES.
- 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 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 with questions concerning CEUs or the license renewal process.
- 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, and CEA Vice President.** The 2022-23 OEA Delegates, Districts 2, 7, 8, 9, and High School Governor-at-Large 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 questions.