

CEA Members,

It's time! Our Union is headed, once again, to the bargaining table to fight for the Schools *#ColumbusStudentsDeserve*. To win a fair, new Master Agreement will take the participation of each and every CEA member. Our commitment to you is that we will keep you fully informed of our progress at the table through official CEA emails, and fully informed of opportunities to support your bargaining team through your Member Action Team and Faculty Representatives. Please take the time to read it fully and ensure your CEA colleagues do the same.

**#COLUMBUS STUDENTS DESERVE
SAFE, PROPERLY MAINTAINED,
FULLY RESOURCED SCHOOLS
IN EVERY NEIGHBORHOOD.**



Notice to Negotiate

On Wednesday, Feb. 16, 2022, CEA filed a formal notice to negotiate a successor agreement with the State Employment Relations Board. We also notified Columbus City Schools of our availability to hold an initial meeting to discuss negotiations logistics no later than Mar. 15, 2022, as is required by our Master Agreement. We are currently scheduled to hold this meeting Mar. 11, 2022.

Core Team

From our 60-member Large Bargaining Team, CEA leadership has announced the Core Bargaining Team which will represent us at the bargaining table. Members of the Core CEA Bargaining Team are:

- Traci Arway**, SPED Coordinator
- Kevin Daberkow**, Southwood ES
- Carla Davis**, Forest Park ES
- Victoria Evans**, Indianola K-8 MD
- J Sanchez**, Northland HS
- Annalise Taggart**, Elementary Art & Columbus Early Career Educators Chair
- John Coneglio**, CEA President
- Phil Hayes**, CEA Vice President
- Teri Mullins**, CEA Staff Consultant & Bargaining Chair
- Jeremy Baiman**, OEA Labor Relations Consultant

CEA Bargaining Platform—What We Are Fighting For

Every Columbus student deserves a world-class education. In a booming, resource-rich city like Columbus, it's no accident they don't have it yet. Led by powerful developers, corporate interests, and politicians, our Columbus City Schools administration for years has pursued policies of disinvestment, school closings, and the transfer of our public resources to private interests.

Teachers have a very different vision for our city and our schools:

- Columbus Students Deserve the resources they need to be successful. CEA will bring to the bargaining table proposals for reduced class sizes, manageable caseloads, meaningful streamlined report cards, adequate student support staffing, and expanded access to art, music, and P.E.
- Columbus Students Deserve a community invested in their success. CEA will bring to the bargaining table proposals for evidence-based transformation of our schools into Community Learning Centers driven by student, parent, and community needs, transparency on tax abatement policy, the maintenance and expansion of CEA Social Emotional Learning Practitioner positions, and safe CCS campuses.
- Columbus Students Deserve a district that attracts and retains the best educators. CEA will bring to the bargaining table proposals for attracting and retaining the best educators with competitive wages, affordable benefits, addi-

tional planning and preparation time, embedded quality professional development, and modern leave policies.

It's time to end decades of disinvestment and invest in safe, properly maintained, fully resourced public schools for every Columbus student in every neighborhood.

Get Updates

Bargaining updates will be provided regularly to CEA members. If you are aware of CEA bargaining unit members in your building/unit who are not yet members of our Union, please connect them with your Senior Faculty Representative to join or refer them to <http://www.ceaohio.org/welcome/> for an electronic membership form. Please make sure you 'like' and 'follow' the Columbus Education Association on Facebook and Twitter.

Save the Date

Your CEA Member Action Team is asking that you mark your calendars for our first major Contract Campaign mobilization on Wednesday, Apr. 20, 2022. Yes, this is during Spring Break and we are aware that some members will be out of town. However, this is a rare opportunity for us to show the City of Columbus—during the work week—that we are ready to fight for ourselves, our students, and our families. You will receive more information about this event in coming weeks.

On behalf of CEA Leadership and our CEA Core Bargaining Team, we look forward to fighting alongside you for the Schools *#ColumbusStudentsDeserve*.

In Solidarity,



John Coneglio
CEA President

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 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 Colum-

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The CEA Master Agreement is set to expire in fewer than 175 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/3535Goy>.

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 ...	The Principle of Champion MS concedes that he failed to follow the letter of the law and reference the role of the ISS...
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 held. Awaiting response.
Westmoor MS Christopher Horne	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Westmoor MS, Christopher Horne, failed to provide reasonable...	1. The administration will support and assistance by addressing and returning 190 Corrective Measures within three (3) work days of submission. 2. The administration will use a teacher substitute to provide...	Step 1 hearing pending.

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bus 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 year's campaign is only online. Go to the UNCF secure website at <https://bit.ly/3g2x8os> to donate. Our campaign ends today.

Donate 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 PreK 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.

Article 211 Calendar

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.
Wednesday	16 Round 2 Postings OPEN [All known openings] by 2 p.m.
Friday	18 Round 2 Postings CLOSE Applications no longer accepted after 5 p.m.
Monday	21 Round 2 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.
Wednesday	24 Round 2 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.

Correction: Christopher O. Kopp was omitted from the list of candidates for **NEA Delegates** in the Feb. 14 *Voice*. We apologize for this oversight.

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: **Amy Brown**, Oakland Park ES; **Elizabeth Johnson**, West HS; **Lois McFaddin**, East HS; **Robert McFaddin**, Liberty ES; and **Teresa Provens**, 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. Your administrators signature is not required on the donation form.
- 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**. 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**. Questions? Call **Elections Chair Brittany Herb** at (440) 225-2631. **Meet the Candidates** at the next Legislative Assembly at the Boat House on Mar. 3, 4:30 p.m.
- 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 about CEUs or the license renewal process.
- Continuing Contract:** 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 complete the online application process.