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.

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 Duberkow, Southwood ES
- Carla Davis, Forest Park ES
- Victoria Evans, Indiana HS 8–8 MD
- J Sanchez, Northland HS
- Annable Taggart, Elementary Art & Columbus Early Career Educators Chair
- John Conegiejo, 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.

CEA bargaining platform addresses the following Mini Grants:

- **STEM/STEAM Grant**: $400 per grant
- **SEL Grant**: $400 per grant
- **Macro Grants**: $320 per grant
- **General Grant**: $600 per grant

CEA bargaining platform addresses the following Mini Grants:

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


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 member’s children to earn scholarship dollars toward college. Applications are due by Friday, Mar. 25, 4 p.m. Find the application at [https://bit.ly/3GxSdB0](https://bit.ly/3GxSdB0). 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-

In Solidarity,

John Conegiejo
CEA President
Continued from Page 4

**Article 211 Calendar**

<table>
<thead>
<tr>
<th>March</th>
<th>1</th>
<th>Round 1 Interviews CLOSE Schools and Departments</th>
<th>Statement of Grievance</th>
<th>Relief Requested</th>
<th>Disposition</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>Selection Agreement Forms and Rosters sent by HR to Principals</td>
<td>4. Requested relief denied.</td>
<td>4. Step 2 hearing pending.</td>
<td>4. Step 2 hearing pending.</td>
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<tr>
<td></td>
<td>2</td>
<td>Selection Agreement Forms and Rosters sent by HR to Principals</td>
<td>4. Requested relief denied.</td>
<td>4. Step 2 hearing pending.</td>
<td>4. Step 2 hearing pending.</td>
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<tr>
<td>Tuesday</td>
<td>16</td>
<td>Round 2 Postings OPEN (All known openings)</td>
<td>4. Requested relief denied.</td>
<td>4. Step 2 hearing pending.</td>
<td>4. Step 2 hearing pending.</td>
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<td>Wednesday</td>
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<td>Round 2 Postings CLOSE</td>
<td>4. Requested relief denied.</td>
<td>4. Step 2 hearing pending.</td>
<td>4. Step 2 hearing pending.</td>
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<tr>
<td>Monday</td>
<td>21</td>
<td>Round 2 Interviews OPEN Schools and Departments</td>
<td>4. Requested relief denied.</td>
<td>4. Step 2 hearing pending.</td>
<td>4. Step 2 hearing pending.</td>
</tr>
<tr>
<td>Wednesday</td>
<td>24</td>
<td>Round 2 Interviews CLOSE Schools and Departments</td>
<td>4. Requested relief denied.</td>
<td>4. Step 2 hearing pending.</td>
<td>4. Step 2 hearing pending.</td>
</tr>
</tbody>
</table>

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**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 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 CEA/Board Agreement were violated, misinterpreted, misapplied provisions of the 2019-2022 CEA/CCS Master Agreement. The CEA Board of Governors voted to advance this grievance to arbitration.

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**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.