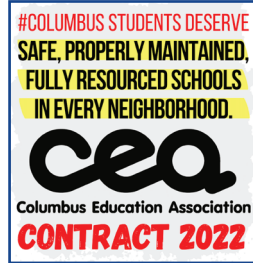


## CEA Members,

On Apr. 20, we undertake our first major action of the 2022 CEA Contract Campaign. It's our opportunity to show the entire power structure of the city—from the Mayor and City Council to the Columbus Partnership and our School Board—that Columbus Teachers are ready to fight for the Schools **#ColumbusStudentsDeserve**; safe, properly maintained, fully resourced schools in every neighborhood.



Here are the details:

- What:** **March for New Priorities:** End Developer Handouts, Fund Fully Resourced Schools!
- When:** **Apr. 20, from 11 a.m. to 2 p.m.** (*Rain or Shine*)
- Where:** Meet at **Goodale Park**, 120 W Goodale St. in Columbus. We'll walk a 1.7 mile march route which will return to Goodale Park.
- Wear:** Your **CEA Solidarity Shirt**
- Park:** Goodale Park Parking Lots: Street Parking, Joseph Garage at 53 W. Russell St., or the Convention Center Garage at 70 E. Goodale St.
- RSVP:** <https://bit.ly/march4students420>

Make no mistake, our level of participation will send a message about how seriously our CEA Bargaining Team should be taken at the bargaining table. That's why it's so critically important that every single CEA member who is in town on Apr. 20 join us and bring family and friends. If you will be out of town, don't forget to pack a CEA Solidarity Shirt and post a selfie with the **#ColumbusStudentsDeserve** hashtag on the day of the march.

Please fill out the *RSVP* link above, and don't forget to button up with your **2022 Contract Campaign Pins** coming soon via your SFR/MAT Team member. We'll see you on April 20th!

In Solidarity,

John Coneglio  
CEA President

## United Way Prizes

Your Association would like to congratulate the following individuals who gave generously and were the United Way Prize Winners for 2021.



**\$150 Target (2):** **Traci Arway**, CEA, SPED Coordinator; **Anna Costello**, CEA, South 7-12

**\$100 Target (1):** **Christian Blackwell**, CEA, Westmoor MS

**\$50 Target (4):** **Roni A Becht**, CEA, TOSA; **Danielle D Krejci**, CEA, Wedgewood MS; **Karla Case**, Administration, Lincoln Park ES; **Theresa Eraybar**, Administration, Eakin ES

**\$30 Target (8):** **Melanie Richards**, CEA, ES Music; **Judith Kulikowski**, OAPSE, Clinton ES; **Christine Hecht**, CEA, Columbus International; **Micheolle Smith**, CEA, Indian Springs ES; **Angela Martin**, Administration, Westgate ES; **Kathleen Moore**, CEC (Account clerk); **Virginia Sheffer**, CEA, Nurse; **Joel Pfeifer**, CEA, Social Worker

**\$10 Gas Card (5):** **Sharon S. Stewart-Alexander**, CEA, Medina MS; **Deborah Ferrell**, CEA, Gifted & Talented; **Robert Sidders**, CEA, ES Art; **J Sanchez**, CEA, Northland HS; **Mary Barber**, CEA, Columbus North Int'l. HS

## 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 a Faculty Representative Workshop to be held Apr. 7, 4:30 p.m. The following is a list of buildings/units that were represented at the Mar. 3, Legislative Assembly:

17th Ave. Service Center, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beechcroft HS, Berwick PreK-8, BlendEd 9-12, BlendEd K-8, Briggs HS, Broadleigh ES, Buckeye MS, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus Spanish Imm. K-6, Como ES, Cranbrook ES, Devonshire ES, Duxberry Park ES, East HS, East Linden ES, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianapolis Informal K-8, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Liberty ES, Librarians K-8, Lincoln Park K-6, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, 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, Part-Time Intervention Specialists, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, South HS 7-12, South Mifflin STEM Acad PreK-6, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Stewart ES, Sullivant ES, Valley Forge ES, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

## NEAMB Presentations for March

NEA Member Benefits continues to offer ZOOM sessions on a range of topics designed to help make members lives better. The same Zoom link will work



for any and all of these sessions. All sessions begin at 4 p.m.

**Mar. 15 Social Security WEP, GPO and other issues which may impact your retirement**

**Mar. 22 Making the MOST of your NEA Membership: an overview of your benefits as a Kahoot game!**

To fully participate in the Kahoot game, have a second phone or other smart device to use as your response device. To join, go to <https://bit.ly/3shMSeb>. If prompted, the meeting ID is 836 4821 0108 and the passcode is 022543.

## 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.



## 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/3hSk8CG>.

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 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...	The CEA Board of Governors voted to advance this grievance...
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the...	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...	The CEA Board of Governors voted to advance this grievance...
CCS Administration	On or about October 5, 2021 and ongoing, the Board of Education of Columbus City Schools and/or its agents...	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 Mem...	The CEA Board of Governors voted to advance this grievance...
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 when griev...	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 personnel records, other than...	Step 2 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 when it was...	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 August 16, 2021 and remove...	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 Association...	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 personnel and discipline files. Any...	Awaiting Step 2 hearing.
JIC 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 Inter...	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 mem...	Step 2 hearing held. Requested relief denied.
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 administrative...	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 be taken against the...	Step 2 hearing pending.
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 support...	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 coverage when a teacher is...	Relief requested in 1-3 above will be provided.
Starling PK-8 Joan Bucy	Starling PK-8 Principal Joan Bucy misinterpreted, misapplied, and/or violated sections of the CEA-CCS 2019-2022 Master Agreement including but not limited to...	Grievant shall be made whole in every way, including but not limited to the following: Starling PK-8 Principal Joan Bucy shall administer the discipline policy of her building and provide appropriate administrative support to teachers in...	Step 1 hearing held. Awaiting response.
Starling PK-8 Joan Bucy	Starling PK-8 Principal Joan Bucy misinterpreted, misapplied, and/or violated sections of the CEA-CCS 2019-2022 Master Agreement including but not limited to...	Grievant shall be made whole in every way, including but not limited to the following: Starling PK-8 Principal Joan Bucy shall abide by Article 403.01 of the Master Agreement. No discipline of grievant shall be administered as a result of...	Step 1 hearing held. Awaiting response.
Starling PK-8 Joan Bucy	The Board and/or its agents misinterpreted, misapplied, and/or violated sections of the CEA-CCS 2019-2022 Master Agreement including but not limited to Article 404.02...	Grievant shall be made whole in every way, including but not limited to the following: The Board and/or its agents shall comply with Article 404.02 of the Master Agreement. The written reprimand issued to grievant by the Board on...	Step 1 hearing held. Awaiting response.

## Spring 2022 CEA Foundation Mini Grant

The Spring 2022 CEA Foundation Mini Grant window open now. 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>. Completed applications are due **Mar. 23, by 5 p.m.** Contact Tracie Helmbrecht at (614) 398-1201 with any questions.

## 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.

## Records Day

The third records day of the 2021-2022 school year will be Wednesday, Mar. 23. CEA bargaining unit members may work remotely from home on this day. There will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators on records day. This is your day to spend working in your building on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records Day is a work day. All members are expected to work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we must get those things done that take valuable time away from our ability to provide additional support for our students.

## PAR/CEU Class

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

**Mar. 22 Creating a Culturally Relevant School Environment**  
(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.

## Article 211 Calendar

March		
Wednesday	16	<b>Round 2 Postings OPEN</b> [All known openings] by 2 p.m.
Friday	18	<b>Round 2 Postings CLOSE</b> - Applications no longer accepted after 5 p.m.
Monday	21	<b>Round 2 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>
Wednesday	24	<b>Round 2 Interviews CLOSE: Schools and Departments</b> Selection Agreement Forms and Rosters sent by HR to Principals ( <i>electronically</i> ) by 5 p.m.
April		
Friday	1	<b>Virtual Job Fair</b> , 4:30 p.m. (In person: 3700 South High Street)

## 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; **Heidi Dooley**, Mifflin MS; **Elizabeth Johnson**, West HS; **Ronda McIntyre**, Indianola Informal K-8; 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. Your administrators signature is not required on the donation form. Additionally, an individual has been approved for catastrophic leave does not wish to have their name published in the Voice. If you would like to donate to this individual, please contact Tai Hayden at the CEA office at (614) 253-4731.
- 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 were sent to buildings during the last full week of February. The **voting window is open** now and **closes 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.