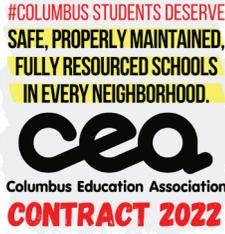


A Message from the CEA President

CEA members,

This Tuesday, at the Columbus City Schools Board of Education meeting, we learned that the Administration entered into a \$250,000 contract with a for-profit corporation, Graduation Alliance, Inc., to provide online courses to OUR most vulnerable students. Graduation Alliance was recently acquired by private-equity giant KKR & Co.—one of the world's top global investment firms with \$471 billion in assets. Graduation Alliance, Inc. has come under fire recently in New Mexico, both for being unable to provide meaningful proof of their effectiveness in that state as well as the continued employment of a former NRA lobbyist as the company's Vice President of Government Relations who was instrumental in killing "MaKayla's Law," a Tennessee gun safety bill.



The Board Agenda Item states: "Once a student is enrolled in the program, they are assigned courses by Graduation Alliance academic coaches and will take courses asynchronously online. These courses will include online teacher facilitation. An academic coach will assign courses for students and work with them on pace and progress. A local advocate will be assigned to each student for social and emotional support. Students will meet virtually and in-person with their local advocate. Students will also have access to 24x7 tutoring and will be provided with a Google Chromebook with Wi-Fi, if they need a device and Internet connectivity."

This is OUR work.

There is no substitute for the relationships we have with **OUR students, OUR students' families and OUR community.**

This quarter-million dollar spend is an attack on **OUR job security and OUR profession.**

CEA has filed a Step 2 Grievance in response, as this is a violation of **OUR Master Agreement** and **OUR Blended MOU** in effect for this school year.

This is not the first time we have faced outsourcing of our work. This fall, our grievance regarding outsourcing of Pre-K courses to Waterford Institute will come before an arbitrator. In that case, two Blended CEA members were staff reduced when **OUR work was outsourced.**

It may not be you today, but if we don't stop the Administration from **outsourcing OUR work**, it **WILL** be you tomorrow!

We will be bringing language to the table to stop outsourcing during upcoming negotiations, and your bargaining team needs your support to show the Administration that our Bargaining Team speaks for us! That's why we need all hands on deck for our **April 20 March**. If you haven't already *RSVP'd*, make the commitment today: <https://bit.ly/march4students420>.

I'll see you at the march!

In Solidarity,

John Coneglio
CEA President

OEA Endorses McFee, Rhodes, and Walters for STRS Board

Rita Walters, Robert McFee, and Jeffrey Rhodes

The OEA Board of Directors has endorsed three candidates for the STRS Board. Robert McFee and Jeffrey Rhodes are seeking re-election to the STRS



Rita Walters, Robert McFee and Jeffrey Rhodes

Board as representatives of active members. Rita Walters is seeking re-election to the Board as a retiree representative. As Board members, each of OEA's endorsed candidates have been dedicated to improving the funding status of the pension plan to make pension benefits more secure for all members. Over the past four years, funding has improved substantially for both the pension and the STRS healthcare plan. The STRS Board is now in a place to act on resumption of the cost-of-living allowance for retirees coupled with improvements for active teachers.

In early April, ballots will be sent to all STRS members. Active employees, those currently paying into STRS, are eligible to vote in the election for the active member seats. STRS retirees, are eligible to vote in the election for the retiree seat. Below is information on OEA's endorsed candidates.

We are asking for your help gathering signatures on nominating petitions to qualify OEA's endorsed candidates for the ballot.

Robert McFee and Jeffrey Rhodes (active seats)

OEA's endorses candidates for the STRS Board who are proven leaders who are looking out for the best interests of their fellow educators. **Robert McFee** is a math teacher in the Willoughby-Eastlake City Schools. **Jeffrey Rhodes** is an industrial education teacher in North Royalton City Schools. Both have served on the Board since 2018. During this time, the funding status of STRS has improved significantly. Both are absolutely dedicated to improving benefits for active and retired teachers while ensuring that the pension plan is sustainable into the future.



Robert McFee



Jeffrey Rhodes

Rita Walters (retiree seat)

Rita Walters retired with 35 years of experience as a classroom teacher with Switzerland of Ohio Schools. As an active teacher she also served as president of her local association and on the OEA Board of Directors for 12 years. Walters was elected to the STRS Board in 2017. During Rita's time on the Board, the funding of both the pension plan and the STRS health care plan have improved significantly. She is absolutely dedicated to improving benefits while ensuring the long-term solvency of the pension plan.



Rita Walters

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/3D83PeB>.

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 held. Requested relief denied.
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...	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 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...	Grievance denied at Step 1. Step 2 hearing pending.
CCS Administration	On or about March 15, 2022 and ongoing, the Board of Education of Columbus City Schools and/or its agents violated, misinterpreted, and/or misapplied provisions...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the agreement with Graduation Alliance, Inc. The Board of Education shall remit...	Step 2 hearing pending.

CCS Summer School Application Now Open

The CCS Summer Experience Program (Summer School) application is now open and will remain open throughout the summer as hiring is finalized. Thanks to an MOU that was negotiated by your Union and the administration, this year, for the first-time ever, Part-Time Hourly Special Education Intervention Specialists, Latchkey Teachers, and part-time hourly CEA bargaining unit members are now eligible to apply for the 2022 Summer School. The District's goal is to have all of the first selection agreements sent out before Spring Break begins on Apr. 2. All selected CEA bargaining unit members will receive a contract via school mail that must be returned in order to be placed in a summer position. To apply, go to <https://bit.ly/SS2022CCS>. Contact extendedlearning@columbus.k12.oh.us if you have questions.

Losing One of Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost one of our own. **Jason Faust**, special education teacher at Livingston PreK-6, passed away on March 12, 2022. Our hearts and our thoughts go out to his family and the staff and 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.

PAR/CEU Class

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. All classes are conducted 4:30-6:30 p.m.



- Mar. 29 How to Save a Life (via Zoom)
- Apr. 5 Getting ALL students excited about Reading and Writing (via Zoom)
- Apr. 12 Progress Monitoring Tools and Tips (via Zoom)
- Apr. 26 Community Resources Fair: Do You Know What's Available? (via Zoom)
- May 10 End the Year on a "High" Note (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

April		
Friday	1	Virtual Job Fair, 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; 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. Additionally, an individual has been approved for catastrophic leave who 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.
- If your **license from ODE is expiring June 30, 2022**, and 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.
- PBIS Friday Live! Every Friday, from 8-8:15 a.m.**, the District PBIS Coordinators present **SEL Connections and PBIS Quick Tips**. Connect with other staff, practice self-care, and start your day in a positive, calm way. Contact **Jacque Pencek**, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us with questions. To participate, go to <https://bit.ly/3DbMhMt>. All staff are welcome.
- Capital District Elections for President and Vice President** will be conducted at the **Capital District Representative Assembly on Wednesday, Apr. 13, 2022**.
- Professional Leave:** There is **\$200,000 available to bargaining unit members each year** to pursue professional development opportunities outside the school district **and there are funds still available**. These include taking a course or attending a conference or workshop. The **application forms are available** in the **"Forms/Resources"** section of the **CEA website** or the **CCS Intranet**, along with the full leave guidelines and the deadline schedule for applications based on the activity date.