

You've seen the
CEA Bargaining
Team's Email.

We'll see you at
Goodale Park on
April 20.

RSVP:

<https://bit.ly/march4students420>

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/3NBEmyX>.

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 it's 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 it's 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 it's 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 it's 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 it's 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 it's 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.
Oakland Park ES Mark Caudill	Oakland Park ES Principal Mark Caudill misinterpreted, misapplied, and/or violated sections of the CEA-CCS 2019-2022 Master Agreement including but not limited...	Grievant shall be made whole in every way, including but not limited to the following: Oakland Park ES Principal Mark Caudill shall abide by Article 403.01 of the Master Agreement. The Summary of Conference issued to grievant by the...	Step 1 hearing pending.

Know Your Contract: Classroom Visitors and Parent Conferences

We know the possibilities are endless when our students' families and caregivers visit our schools. It's important to maximize their involvement in their children's education. Unfortunately, in today's high-stakes world of education, visitors can disrupt the learning process in our classroom. The *Master Agreement* provides your rights regarding visitation to your classroom in Article 207.

Note the following:

- All visitors to a school must check in at the office.
- If you are expecting a visitor, you should be advised by the office that he or she has arrived and is on the way.
- If you are not expecting a visitor, he or she should be escorted to your classroom.
- You have the right to reschedule a visitor when prior arrangements have not been made.
- No electronic devices will be used to make a recording of the visit or conference except by agreement of the teacher.

For more information on visitation to your classroom, reference Article 207 of the *Master Agreement*. If you are experiencing issues with classroom visitation, speak with your Senior FR or call the CEA office at (614) 253-4731.

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. 15. 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.

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.

- 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.

Special Notes

- Make a Donation to the Catastrophic Sick Leave Bank:**
The following members have been approved for Catastrophic Sick Leave and are in need of donated days: **Amy Brown**, Oakland Park ES; 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 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/3DhMbMt>. 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**.