

## Back At The Table

Your CEA Bargaining Team will be back at the table with the Board's Team on the following dates: Apr. 27, May 2, May 9, May 11, May 16, and May 23. We will continue to update our members on the progress at the table. Our Union is asking all members to stand in solidarity with the bargaining team by wearing **CEA Solidarity shirts** on bargaining days and **CEA pins** on non-bargaining days. Any group pictures taken should be sent to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org) so we can showcase our members' solidarity on Facebook.

Columbus  
Education  
Association



Master  
Agreement  
2019-2022

school year. Only consenting bargaining unit members shall be chosen to serve as department chairperson/leader. The selection shall normally be made by the close of the school year. The principal shall not utilize an arbitrary or capricious basis for selection of department chairpersons/leaders.

## Reminder: Unified Arts Room Repurposing

CEA Faculty Representatives and members who teach art or music should know and utilize collectively bargained rights to help protect their teaching spaces! New language added to the 2019-2022 CEA Master Agreement creates a process for any building where administration is considering "repurposing" an existing art or music room. The process includes the following steps:

1. Notice: Your administrator must provide written notice to the building Senior Faculty Representative for that building at least seven days before the proposed repurposing.
2. Meeting: A meeting of the Association Building Council must be convened within a week (after the written notice) for the specific purpose of CEA presenting alternative space allocation plans.
3. Reconsideration: If a space is repurposed anyway, the Association Building Council must discuss by the end of the school year the use of that instructional space for the following school year.

While administration can still repurpose art and music space over your objections, this new language is your opportunity to work together and present alternative plans, and also to document your objections to losing your space and revisit the decision for the following year. If you have any questions, refer to Section 206.14 of the *Master Agreement* or contact the CEA office.

## Recess? When? How Many?

Don't forget to determine your school's recess policy. This must occur following spring break and before the last teacher workday of the year. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day. There cannot be a vote for zero recesses.



The *Master Agreement* requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily. A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school's recesses—our students need them. For full information, refer to Section 302.05 of the *Master Agreement*.

## Selection of Department Chairs and Department Leaders

Prior to the last teacher workday of each school year, teachers in the following departments may meet and elect one or more consenting candidates as nominees for the position of department chairperson/leader in each of their respective departments.

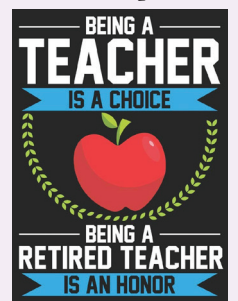
In order to be eligible for a department chair/leader position, CEA bargaining unit members must be a teacher of record in their department. For example, a high school Special Education teacher who teaches multiple subjects would only be eligible for the Special Education Department Chair. "Teachers On Special Assignment" who are not teachers of record are ineligible to serve as department chair.

The seven departments in high school include English, Math, Science, Social Studies, Unified Arts, Special Education and ESL. The two departments in middle school include English and Math. Each elementary school (K-3, K-5, 4-5, and K-6) has one department leader position, with the subject (literacy or math) chosen by the principal. Only those teachers of record who are teaching the subject chosen by the principal are eligible to vote for and serve as an elementary department leader.

After the election, the building principal shall include consideration of all such nominees in the final selection of teachers to serve as department chairperson/leader for the following

## The CEA Awards & Retirement Banquet is Back!

The 46th Annual CEA Awards & Retirement Banquet is quickly approaching. The banquet will take place on Friday, May 20, at the Hilton Columbus at Easton. Social hour will begin at 6 p.m., with the dinner starting at 7 p.m. If you are retiring and have not responded to attend the dinner, *RSVP* as soon as you can. **Retirees** and **Senior Faculty Representatives** are invited to attend this wonderful event at no cost. Additional tickets are \$35 per person or a table of eight for \$280. If you are retiring and have not received information, call the CEA office at (614) 253-4731 and ask for Kathy Wilkes or email her at [wilkesk@ceaohio.org](mailto:wilkesk@ceaohio.org).



## FR Workshop Attendance

We thank all the Faculty Representatives who attended the CEA FR Workshop on Thursday, Apr. 7. The work you do is vital. You are the core of our organization, bringing the concerns of the membership to our Association leaders and sharing Association news with our members. Thanks to the following units who had one or more members attend the Spring Faculty Representative Training:

17th Ave. Service Center, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, BlendEd K-8, Cassady ES, CEA, Cedarwood ES, Centennial HS, Clinton ES, Columbus Africentric EC ES, Columbus City Prep. School for Boys, Columbus Gifted Academy, Columbus North

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**The CEA Master Agreement is set to expire in fewer than 119 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/308e3AG>.

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...	Step 2 hearing held. Awaiting response.
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...	Held in abeyance pending outcome of Waterford Arbitration.
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 held. Requested relief denied.
Briggs HS Tonya Milligan	Labor Management & Employee Relations Business Partner Jill Harlan and Briggs HS Principal Tonya Milligan, acting in their capacity as agents of the Board...	Grievant(s) shall be made whole in every way, including but not limited to the following: The Board shall cease and desist from assigning CEA bargaining unit members, including grievant, to perform their regular job duties in the Briggs...	Step 1 hearing held. Awaiting response.
CCS Administration	On or about April 5, 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...	Held in abeyance pending outcome of Waterford Arbitration.

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Int'l HS 7-12, Columbus Spanish Imm. K-6, Como ES, Devonshire ES, Duxberry Park ES, East Columbus ES, East HS, Eastmoor Acad. HS, ECE @ Central Enrollment, 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, Gables ES, Georgian Heights ES, Gifted & Talented, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Liberty ES, Lincoln Park K-6, Linden Park ECE, Linden STEM Acad. PreK-6, Livingston K-6, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Oakland Park ES, Oakmont ES, OT/PT, Parkmoor ES, Parsons K-6, Part-Time Intervention Specialists, Psychologists, School Counselors, Shady Lane ES, Sherwood MS, Siebert K-6, South HS 7-12, South Mifflin STEM Acad PreK-6, Southland, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Sullivan ES, Valley Forge ES, Weinland Park ES, West Broad ES, West HS, Westgate ES, Westmoor MS, Windsor STEM Acad. PreK-6, Woodward Park MS, World Language MS, and Yorktown MS.

## 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](mailto: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 Classes

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. via Zoom.



**Apr. 26 Community Resources Fair: Do You Know What's Available?**  
**May 10 End the Year on a "High" Note**

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 Leave and are in need of donated days: **Morgan Beck**, Devonshire ES; **Amy Brown**, Oakland Park ES; and **Melissa Whitehair**, Olde Orchard ES. 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.
- Member service that counts since 1936. At **Education First Credit Union**, our friendly, helpful staff is always standing by to help you meet your financial goals. To learn more about our programs and services, give us a call or stop in today. Visit [www.educu.org](http://www.educu.org) or call (614) 221-9376.
- 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](mailto: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. To participate, Go to <https://bit.ly/3DbMhMt>. Contact **Jacquie Pencek**, District PBIS Coordinator, at [jpencek9864@columbus.k12.oh.us](mailto:jpencek9864@columbus.k12.oh.us) with questions. All staff are welcome.