

## A Message from the Bargaining Team

CEA Members,

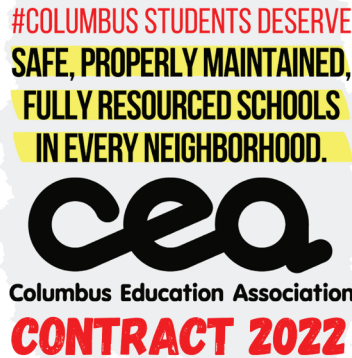
In our first bargaining session since more than 1,000 CEA members marched for the schools *Columbus Students Deserve*, your bargaining team began the day by passing the district multiple counterproposals covering a plethora of open issues.

Despite good discussion and progress on individual language items, no new conceptual agreements were reached and to date, more than 40 proposals remain open between the sides.

In the next few weeks, your MAT representatives and SFRs will be holding a ten-minute meeting to discuss preparations for any potential outcome of negotiations this summer. It is imperative that you attend this meeting so that we all finish the school year prepared to stand together and win a fair agreement for safe, properly-maintained, fully-resourced schools in every neighborhood.

We will return to the bargaining table Monday, May 2.  
**Solidarity!**

In Solidarity,  
The CEA Bargaining Team



ment and trainings

- Flexibility to work evenings and weekends as needed to achieve the goals of the CEA
- Availability to work in the summer
- A valid driver's license and vehicle are required.

### Responsibilities:

- Build and maintain relationships with education advocacy groups and community stakeholders
- Work collaboratively to maintain and support a local Education Justice Coalition
- Work internally and externally to build support for, design, and implement District Community Learning Centers
- Work collaboratively to develop and implement training for CEA members and stakeholders regarding Community Learning Centers
- Organize political action programs and activities
- Provide assistance in crisis situations
- Organize CEA activities and events
- Attend CEA Legislative Assemblies, Board of Governors, and District Meetings
- Represent CEA at community events
- Plan community outreach activities
- Write articles for the *CEA Voice*
- Update CEA website and/or social media
- Compose and send electronic communications
- Perform other duties as assigned by the CEA President

Salary is commensurate with the current teaching salary as outlined in the *CEA Master Agreement* with additional compensation for summer work.

To apply, hand deliver or U.S. mail a cover letter expressing your interest, a current résumé highlighting your experience as it relates to the job and a 600-word *Voice* article on a current community issue impacting the CEA membership by 4:30 p.m., Friday, May 13, to: **Phil Hayes, CEA Vice President, 929 East Broad Street Columbus, OH 43205.**

Candidates chosen to participate in the selective interview process will be notified following the submission of their materials.

## CEA Education Justice Organizer Position Open

The Columbus Education Association (CEA) is seeking qualified candidates for a one-year, grant-funded Education Justice Organizer position. The continuation of the position beyond one year is contingent on continued funding.

The Education Justice Organizer will assist the Association in the achievement of goals through engagement with members, community partners, and other education stakeholders.

### Qualifications:

- Current member of the CEA bargaining unit with a minimum of five years teaching experience in Columbus City Schools
- Demonstrated competency in the following key areas: organizing, training, political action, community partnerships, member advocacy
- Knowledge of the *CEA Master Agreement*
- Experience working with non-District community organizations, youth advocacy organizations, non-profit organizations, parent groups, or other education stakeholders
- Excellent problem-solving and interpersonal skills
- Excellent oral and written communication skills
- The ability to interact effectively with local leadership and Association members
- The ability to work collaboratively with community partners and District administration
- The ability to develop presentations, produce materials and reports
- The ability to effectively use Microsoft Office and Outlook
- Demonstrated ability to pursue projects with energy, drive, and perseverance
- Willingness to attend ongoing professional develop-

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*CEA Voice*  
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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/3LpqztW>.

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.
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.
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...	Resolved following Step 1 hearing.
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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## Are your student loans keeping you down? Your Association may be able to help you.

In addition to the date for student loan payments to resume being pushed back six times since March 2020, last fall the U.S. Department of Education announced major reform to the **Public Service Student Loan Forgiveness Program** and provided new hope and faster relief for more than 550,000 borrowers! However, borrowers must act before Oct. 31, 2022!



Join us on ZOOM on any of these dates to learn more about student loan forgiveness options and the NEA Student Loan Forgiveness Navigation Tool. Classes will be one hour in length starting on **May 12: 5 p.m.**; **May 16: 4:30 p.m.**; **May 18: 7 a.m.**; and **May 23: 5 p.m.**

The following link will work for any date and time. Go to: <https://bit.ly/394UQQs>. If prompted, meeting ID is 826 7190 6540 and the passcode is 316266.

## The Awards & Retirement Banquet is Back!

The 46th Annual CEA Awards & Retirement Banquet is quickly approaching. The date is Friday, May 20, at the Hilton Columbus at Easton. Social hour begins at 6 p.m., with the dinner 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 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. Ask for Kathy Wilkes or email her at [wilkesk@ceaohio.org](mailto:wilkesk@ceaohio.org).

## 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 Special-

ists, Latchkey Teachers, and Part-Time Hourly CEA bargaining unit members are now eligible to apply for the 2022 Summer School. 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. Go to <https://bit.ly/SS2022CCS> to apply. 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 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. via Zoom.

### 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.
- Fall 2022 Fee Waiver:** The **online application period is open until May 10, 2022, 11:59 p.m.** Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. You will be sent a confirmation email once your application is submitted. Instructions to complete the online application can be found at <http://bit.ly/2jhWSjd>. If you have **Priority I** or **Priority II** status, upload the proper documentation with your online application. **Documentation is required** with each fee waiver process. **Your priority status will change without the proper documentation.** Go to <https://www.ccsob.us/Page/4815> for frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines. Contact **Sara Lowery** at [slowery@columbus.k12.oh.us](mailto:slowery@columbus.k12.oh.us) with questions.