



## CEA Members,

On Monday and Wednesday last week, we spent ten and a half hours at the table with Board's team each day. After eight sessions, we are still engaged in productive discussions with the Board's team, however the pace remains extremely slow and more than 40 items remain open at the table.

We want to thank you all for sending and posting your solidarity photos from your buildings. We feel the support. Finally, make sure that you are completing the individual and building summer preparation checklists being distributed in 10-minute meetings. We are looking forward to providing you more details from bargaining at the Mass Meeting on May 31.

We will return to the table on Monday, May 16, to continue fighting for safe, properly-maintained, fully-resourced schools in every neighborhood.

## In Solidarity,

## The CEA Bargaining Team

# ALL CEA Members!

**A Mass Meeting will be held at the Celeste Center on the Fairgrounds on Tuesday, May 31. Registration begins at 4:30 p.m. The meeting will begin at 6 p.m.**

**Make this event a priority for your attendance. Important information will be shared.**

***We need you to be there!***

## CEA/CCS ESSER Macro Grants

ESSER Macro Grants are available to all CCS educators for the 2022–23 school year. Your Union negotiated the MOU that created the Joint CEA/CCS Committee that designed these grants. ESSER Macro Grants are designed to support accelerated student learning impacted by the COVID-19 Pandemic by implementing instructional strategies and programs on a holistic level. The goal is to expand overall services, programs and strategies that were interrupted or are now needed due to the Pandemic.

Macro Grants applications will be accepted from May 9–27, 2022. Teachers may choose from one of the following district priorities: Instructional Resources, Professional Development, SEL, and Technology/Equipment.

Grant proposals are expected to align to the school's One Plan (formally School Improvement Plan), the CCS Strategic Plan—specifically the Board Goals and Guardrails as well as the Portrait of a Graduate. All applicants will be notified once a determination has been made about the submitted proposal.

To complete the application, you must use your CCS email; go to <https://bit.ly/3FhgTzi>. A FAQ can be accessed by going to <https://bit.ly/3w3XNIT>.

## Awards & Retirement Banquet is Friday!

The 46th Annual CEA Awards & Retirement Banquet is Friday, May 20, at the Hilton Columbus at Easton. Social hour begins at 6 p.m., with the dinner at 7 p.m. **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 Kathy Wilkes at (614) 253-4731 or email her at [wilkesk@ceaohio.org](mailto:wilkesk@ceaohio.org).

## 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 held at the Columbus Downtown HS on May 19, 4:30 p.m. The following is a list of buildings/units that were represented at the May 5 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Arts Impact MS, Avalon ES, Avondale ES, Beechcroft HS, Berwick PreK–8, BlendEd 9–12, BlendEd K–8, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA, Cedarwood ES, Centennial HS, Colerain ES, Columbus City Prep. School for Boys, Columbus North International HS 7–12, Devonshire ES, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K–6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K–6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Gifted & Talented, Hamilton STEM Acad. K–6, Highland ES, Hilltonia MS, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K–8, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Lincoln Park K–6, Lindbergh ES, 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, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Olde

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**The CEA Master Agreement is set to expire in fewer than 98 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/3l75f10>.

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. Settled at Step 2.
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.
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.
Marion-Franklin HS Lucas Cech	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master agreement when the principal...	The grievant shall be made whole by immediately ceasing direct, verbal criticism in front of students and other staff members; that the extreme and/or repeated verbal abuse (in front of students and other staff members) immediately cease;...	Step 1 hearing filed.

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Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, Ridgeview MS, School Counselors, Shady Lane ES, Sherwood MS, Social Emotional Learning Practitioners, Social Workers, 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, Walnut Ridge HS, Wedgewood MS, Weinland Park ES, West Broad ES, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodcrest ES, World Language MS, and Yorktown MS.

## Appealing Your Evaluation

The Joint Evaluation Panel has approved an appeals process for staff who wish to appeal their evaluation. Staff must meet one of the following criteria:

- Educators that have an overall Final Summative Rating of "Ineffective"
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error

The Evaluation Appeal Form will be available on the ILEAD website at <https://www.ccssoh.us/page/10968>, under district forms, beginning May 10. To file an appeal, submit the completed form along with appropriate documentation to Teri Mullins at CEA by 4:30 p.m. on Friday, May 20, 2022. The Joint Evaluation Panel will meet to review appeal requests the week of June 6.

## NEAMB: I'm in My 30s, Why Should I Plan for Retirement?

Members of the Ohio Education Association who are in the last years of their career probably have a fair understanding about their retirement system. Those who are in the early and middle years of their career, not so much. NEA Member Benefits wants to change that, and we are proud to offer a special zoom workshop to help you identify what you don't know about retirement. Join us **May 25, 4:30-5:30 p.m.** and learn more. To attend, go to <https://bit.ly/3OAEvn6>. If prompted, the meeting ID is **889 9644 3818** and the passcode is **866730**.

This information is exclusively for members of the Ohio Education Association and presented by NEA Member Benefits.

## Are your student loans keeping you down? Possible Relief for Borrowers Ends Oct. 31, 2022

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 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>. The meeting ID is **826 7190 6540** and the passcode is **316266**.

## 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. 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.

## Special Notes

- Paid Holidays--Memorial Day:** Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including Thanksgiving and the day after. However, pay for holidays is not a given. **Members who are not in a "paid" status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay.** If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call CEA with questions.
- How to Request Remote Work:** If you are subject to quarantine or required to self isolate and wish to apply for remote work, go to <https://bit.ly/39aHbnS>. 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.
- 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/3DhMhMt>. Contact **Jacque Pencek**, District PBIS Coordinator, at [jpencek9864@columbus.k12.oh.us](mailto:jpencek9864@columbus.k12.oh.us) with questions. All staff are welcome.