

President's Message for the 2022-2023 School Year

Dear Union Family,

It is difficult to sum up the feelings I have about these past few months. One thing is certain, I am grateful. The outpouring of support for the #ColumbusStudentsDeserve campaign has been immeasurable. The success we have experienced is only the beginning and is due to the tireless work of so many. Today, I want to thank each one of you who made this campaign a success.



CEA Spokesperson Regina Fuentes, CEA President John Coneglio, NEA Vice President Princess Moss, and OEA President Scott DiMauro

Many thanks to our MAT Captains, Picket Captains and Faculty Representatives who did an amazing job organizing staff at the building level. To the Rank-and-File members of CEA who stood up and said, "No" to a contract that ignored our students and our community, you held the line with grace, integrity, and amazing energy. There are not enough thanks for what you were willing to sacrifice to make this happen. I must also thank the OEA/NEA and CEA staff who spent numerous hours behind the scenes organizing our strike. Together, we show the power of a unified membership. Our Bargaining team deserves tremendous thanks. They volunteered hundreds of hours to bring back a contract that Columbus students, community, and teachers deserve. To our CEA Spokesperson Regina Fuentes, you carried the voice of CEA around the country with passion! You worked tirelessly on our behalf, and we are forever in your debt.

Lastly, a huge thank you to our friends in labor, the community, businesses, and political leaders from Columbus and around the state and U.S. who rallied behind CEA. The generous donations of time, money and line support won't be forgotten. In my 22 years as an educator, the appreciation and gratitude towards our CEA members is unmatched. It is a testament to what you do everyday for the students of Columbus.

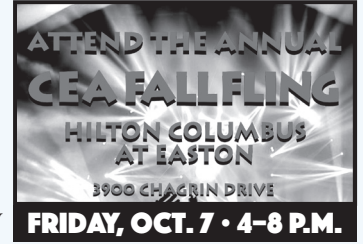
What we accomplished in Solidarity was amazing. With the spotlight on CEA, we showed the country the power of the labor movement. We inspired our labor brothers and sisters and showed them that collective action works. The last two contract campaigns have moved #ColumbusStudentsDeserve from a slogan to a movement. You fought and won on students' learning conditions, smaller class sizes, properly maintained buildings, and improved services for our students. Together, we showed we were willing to bargain for the common good and strike for our students. Our efforts did not go unnoticed. I am confident what we accomplished in Columbus was an inspiration and will be modeled around the country by other teachers' unions.

In Solidarity,

John

Fall Fling...We All Need It!

Everyone needs to attend the CEA Fall Fling this year. Join us Friday, Oct. 7, from 4-8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 300 new members this school year. Help them celebrate their new endeavor and welcome them to the CEA family. Our annual party features music, great food, and prizes. Get to know your colleagues. Meet candidates for public office and local elected officials. Admission is free. Beer and wine are just \$2.



Sick Leave Bank

The *Master Agreement* provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply haven't accumulated enough sick leave to cover extreme situations. You can help by donating two sick days to the **Sick Leave Bank**. It's easy. The donation form is available on the **CCS Intranet** under "Human Resources" or the **CEA website** under "Forms." **The deadline for donations is Friday, Sept. 30.** Any bargaining unit member who exhausts their sick leave may apply to borrow up to 10 days from the bank. They will be required to pay back the borrowed days as additional days are earned. **When you retire or resign, the two days you deposited to join will be returned to you.** If you **joined the Sick Leave Bank in the past**, you do not need to rejoin, nor do you need to make an additional donation. Please note that in order to withdraw days from the sick leave bank, bargaining unit members must complete a Sick Leave Bank withdrawal form, located on the CEA website.

Parent-Teacher Conference Dates

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President's Day. However, Article 1401 of the *Master Agreement* provides each school the opportunity to deviate from the established parent-teacher conference dates. A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school's conferences. Once your school's parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

Now More Than Ever Before!

Now more than ever, membership in CEA is critical as we have completed bargaining for a new contract.

CEA is asking that if you know someone new to your building or unit, approach the person and ask them to become a member of CEA.

We have made joining CEA simple and quick.

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 1,094 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/3wU5th8>.

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.
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.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Professional Learning and Licensure Teacher on Special Assignment (TOSA) positions will be immediately restored to the CEA bargaining unit....	Step 2 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Project Connect positions will be immediately restored to the CEA bargaining unit. Grievants shall be made whole, with interest for any loss of pay...	Step 2 hearing pending.

Continued from Page 1

- Step 1: Click "JOIN" on the homepage at www.ceaochio.org.
 - Step 2: Download the CEA Membership form to your device and complete it.
 - Step 3: Email the completed form to CEA Membership Coordinator Kathy Wilkes at wilkesk@ceaochio.org.
- Call CEA at (614) 253-4731 with questions.

First Thursdays = CEA

Any events that require the majority of the school staff to be in attendance should not be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. Therefore, with the exception of the month of September, there should be no required events for CEA bargaining unit members on the following dates for the 2022-2023 school year: Sept. 15, 2022; Oct. 6, 2022; Dec. 1, 2022; Feb. 2, 2023; Mar. 2, 2023; May 4, 2023; and May 18, 2023.

If you have questions, consult Section 205.04 of the *CEA Master Agreement*.

Professional Leave

There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop.

Forms to apply for professional leave are available in the "Forms" 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.

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 Sept. 15, 4:30 p.m. The following is a list of buildings/units that were represented at the Apr. 4 Legislative Assembly:

- 17th Ave. Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, BlendEd 9-12, BlendEd K-8, Briggs HS, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus

City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Acad. 6-12@Brookhaven, Columbus North International HS 7-12, Columbus Scioto 6-12, Columbus Spanish Imm. K-6, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, East Linden ES, 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, Georgian Heights 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, Innis ES, Johnson Park MS, Kingswood Center*, Leewood ES, Liberty 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, Moler K-6, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, NPSS Tutors, Nurses, Oakland Park ES, Oakmont ES, Ohio Avenue ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons K-6, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Emotional Learning Practitioners, Social Workers, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling K-8, Stewart ES, Support Center, Sulivant ES, Trevitt ES, Valleyview ES, Walnut Ridge HS, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodcrest ES, Woodward Park MS, World Language MS, Yorktown MS

CEA Needs Your Personal Contact Info

We need your **personal (non-CCS) email address** and your **cell phone number** so we can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the *CEA Voice*. If you are not receiving messages from CEA, send an email with your contact information to Michelle Crouse at crousem@ceaochio.org.

We have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate, and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

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Sauter & Washburn

(614) 461-4455
www.cloppertlaw.com

Contact us today and allow our experience to work for you.