

Strike Fund

During our three-day strike, our members on the picket lines had the overwhelming support of the community. Our members experienced cheers of encouragement, incessant honking, parents, students and residents joining the picket line in solidarity, as well as providing us food and water.

Your Union hoped for a short strike, but we were unsure how long it would take before both parties reached a conceptual agreement. To that end, CEA set up a strike fund on GoFundMe. Within a few hours of it becoming active, the generosity of our community and unions across the nation caused the fund to quickly exceed our initial \$5,000 “ask.” After a conceptual agreement was reached, the GoFundMe was immediately shut down. By that time, your Union had received more than \$70,000 in donations through the GoFundMe. The fund also received nearly \$30,000 worth of additional donations through the mail from individuals and organizations.

The intent of the fund was to help members who were experiencing extreme economic hardship as a direct result of our strike. Thanks to the CEA Bargaining Team, our members were made whole financially, suffering no lost pay. Additionally, we bargained, and the Board agreed to retroactively reinstate medical benefits to our striking members, eliminating any medical costs they might have had to pay out-of-pocket.

We were fortunate that our members had no need to utilize the strike fund, however, there are other labor disputes currently happening in our city, state, and nation in both the public and private sectors. To that end, your Union has decided to refund every donation received by the strike fund, with heartfelt thanks to our many donors and supporters. We encourage them to take note of other labor unions who may be in a similar situation and may appreciate and need their donation—just as we thought our members would.

PAR Consulting Teachers Needed

Columbus City Schools is opening the pool for Peer Assistance & Review (PAR) Consulting Teachers. Current certificated CEA members who want to grow as a teacher leader are encouraged to apply. Applications will be accepted from those who meet the selection criteria to be placed in the PAR Pool for consideration based on district needs. Those selected will remain active in the PAR Pool for five years. In addition to submitting a letter of interest and a résumé, each applicant is required to have three letters of reference from the following: current building administrator, current CEA SFR, and a professional reference. To download a copy of the job description, go to <https://bit.ly/3C7wAbf>.



All documents are to be submitted to CEA President John Coneglio at the CEA Office 929 East Broad Street Columbus, OH 43205 by 4:30 p.m. on Oct. 31, 2022. This is a selective interviewing process. Selection to be in the PAR Pool does not mean an immediate placement.

Fall 2022 Mini Grant Window Now Open!

The Fall 2022 Mini Grant application window is now open. Members are strongly encouraged to think about supplemental resources and tools they purchase with their own money. Grants need to align with the CEA Foundation Mini Grant Purpose Statement: to empower CEA members, in good standing, to design and implement innovative opportunities

that will ultimately lead to higher achievement for all students.

Members who wish to apply for these competitive grants can either go to <https://tinyurl.com/4p3zr7b4> or scan the QR Code.

A few reminders:

- Mini Grants are only open to CEA members in good standing. Contact the CEA office if you are not a member and wish to be one.
- Members must be logged into their personal Google Drive before scanning the QR Code.
- Some iPhones do not accept the QR Code. If this happens, use the link.



If you need assistance with the application process, reach out to Tracie Helmbrecht at (614) 398-1201.

	Examples of Use	Criteria	Amount
General Mini Grant	<ul style="list-style-type: none"> • Electives/ Unified Arts • OT/PT; APE, etc. • Supplemental supports • Academic supports 	All CEA members in good standing	\$400 per grant
Early Educator Mini Grant	<ul style="list-style-type: none"> • Class posters/books/materials • Consumable materials • Class library/manipulatives • Bulletin board supplies 	All CEA members in good standing in years 1–5 of their career	\$450 per grant
PBIS/SEL Mini Grant	<ul style="list-style-type: none"> • Flexible seating • PBIS/SEL kits • Sensory manipulatives • Mindfulness Club 	All CEA members in good standing	\$400 per grant
STEAM/STEM Mini Grant	<ul style="list-style-type: none"> • Robotics/K'nex • STEAM/STEM Club supplies • Fees for competitions • Team related expenses 	All CEA members in good standing	\$600 per grant

All Fall 2022 proposals must be submitted by Records Day, Oct. 27, 4:30 p.m.

Past CEA Mini Grant Awardee

Melanie Paulson, SEL Grant Award Recipient

This project provided Ridgeview MS and Whetstone HS students the opportunity to learn to regulate emotions and feelings in a positive way. This helped to enable them to return to the classroom to engage in learning. It also provided them with skills and tools to use in the future when needing regulation skills when in the classroom or school environment.



The students were thankful to have different SEL tools to use in the classroom to help maintain focus in the classroom and be able to self regulate. It also provided them with the opportunity to self advocate for their social emotional needs to teachers and school support staff.

Loan Forgiveness Deadline Coming

The deadline to apply for the once-in-a-lifetime limited waiver of Public Service Loan Forgiveness is Oct. 31! The Temporary Expanded Public Service Loan Forgiveness Program (TEPSLF) provides the opportunity to get credit for past payments on otherwise unqualified loan types, late payments, time in educational deferment and more.



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The CEA Master Agreement is set to expire in fewer than 1,052 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/3SDEL69>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the Board/Administration directed principals to reassign...	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 reassignment of students from elementary bargaining unit members without a...	The CEA Board of Governors voted to advance this grievance to arbitration.
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 grievants...	Step 2 hearing held. Awaiting response.
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 by uni...	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. The Board shall...	Arbitration 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 by...	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 and benefits...	Arbitration hearing pending.
CCS Administration	As of the date of filing of this grievance, June 27, 2022, CEA bargaining unit Members with the job title of "Tutor" as defined by Article 1001, have not received individual...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members with the job title of "Tutor" as defined in Article 1001 of the Master Agreement who were em...	Step 2 hearing held. Awaiting decision.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration failed to pay bargaining unit members their perfect attendance stipend...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members who are to be paid the perfect attendance stipend shall receive their stipend prior to the first teach...	Step 2 hearing held. Awaiting response.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration failed to reduce/reorganize classes that exceed class size maximums...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: all CEA Bargaining Unit members whose class sizes or student load have exceeded class size maximums or student load maximums shall...	Step 2 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement...	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 September 16, 2022 from all employee personnel...	Step 2 Hearing Held, District Response Pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement...	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall receive back pay with interest for the duration of the unpaid suspension. Board shall remove all references to the discipline from all...	Step 2 Hearing Held, District Response Pending.

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Additionally, President Biden recently announced \$10,000 in loan forgiveness for borrowers with incomes of \$125,000 or less (\$250,000 if married filing jointly) and an additional \$10,000 if you had a Pell Grant and meet the above income guidelines. Join us and learn what your next steps should be!

These are the Last Zoom Sessions Scheduled Before the Deadline! No pre-registration needed; just join any day and time most convenient. Sessions are on: Oct. 10 @ 4 p.m. and again @ 6 p.m.; and Oct. 11 @ 7 a.m.

Join Zoom Meeting: Click here to join or use this URL: <https://bit.ly/3SQ33tl>. This link will work for all seven Zoom dates. DON'T LOSE OUT on this limited time opportunity to have loans forgiven under the TEPSLF.

Join us and find out how close relief might be!

Now is the Time!

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.

- 1: At www.ceaohio.org, under "Our Union," click "Join."
- 2: Download the CEA Membership form to your device and complete it.
- 3: Email the completed form to ceamembership@ceaohio.org. Call CEA at (614) 253-4731 with questions.

Special Notes

The following elected positions will be filled in the 2022-2023 Special Fall Election: OEA Delegates, District 1 Governor, and District 4 Governor. The declaration period began Monday, Oct. 3. Declaration forms are available for download on the CEA website. Declaration forms may also be obtained by contacting Michelle Crouse (crousem@ceaohio.org). Declaration forms must be received by the CEA office by 4:30 p.m., Friday, Oct. 14. Ballots will be sent to building SFRs by Oct. 28. The voting window begins Tuesday, Nov. 1, and ends Thursday, Nov. 15. Members of the Elections Committee will collect ballots for tally Friday, Nov. 16. Call Elections Chair Brittany Pierce at (440) 225-2631 with any questions.

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides \$2,500 in

tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2022-June 2023 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. To download the application, go to <https://bit.ly/3KRu2C0>. The deadline is 4 p.m., Friday, Oct. 14. If you have questions, call Kathy Wilkes at (614) 253-4731.

Retiring? Avoid OTES: Bargaining unit members who are planning on retiring at some point in the 2022-2023 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, you must submit the notice of retirement to Human Resources no later than Tuesday, Nov. 1. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. Go to <https://www.ccssoh.us/Page/2340> to download retirement information or access the Google form to submit notification of retirement to Human Resources. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

PBIS FRIDAY LIVE! Every Friday the District PBIS Coordinators present 15 minutes of **SEL Connections and PBIS Quick Tips**. These are a great opportunity to connect with other staff, practice self-care, and start your Friday in a positive and calm way. All staff are welcome. Join us on **Fridays from 8-8:15 a.m.** Questions? Contact **Jacque Pencek**, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us. To participate, go to <https://ccsoh-us.zoom.us/j/3059377463#>.

Education First Credit Union exists solely to serve our member-owners. You'll benefit from fewer and lower fees, lower loan rates, and higher deposit rates. Open your account today! Go to <https://www.educu.org/join-today/>.

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