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the
CEA Voice
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political
endorsement.

United Way: For Our Families

United Way of Central Ohio is the flagship organization supporting community needs in many key areas. The Association pledged its support Oct. 6 with a campaign kickoff event at the Columbus Downtown HS. United Way is committed, through the work of its many member agencies, to improving opportunities for education, safe neighborhoods, and access to job training and health care. The goal is broad, lasting change that will make life better for all of us. When you give to the organization, you empower so many other organizations that help our students and their families.



One of United Way's chief goals is to reduce the effects of poverty. Even though unemployment has decreased, many families are still struggling. United Way looked at data to determine the root causes of these hardships in our community. Your donation helps to promote and improve public policies that can help break these barriers. These funds help United Way with its crucial work leading to investments in high-need neighborhoods where revitalization is critical, and where expanded resources will assist many agencies working toward this goal. United Way already has helped improve kindergarten readiness, removed barriers to health care, encouraged good nutrition and fitness, helped our neighbors prepare for disasters and emergencies, created safer neighborhoods and provided safe and decent housing for many more of our neighbors.

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 **Nov. 3, 4:30 p.m.** The following is a list of buildings/units that were represented at the Oct. 6 Legislative Assembly:

17th Avenue Service Center, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Berwick PreK-8, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassidy ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Columbus Africentric EC ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus North International HS, Columbus Online Academy 9-12, Columbus Online Academy K-8, Como ES, Devonshire ES, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, Easthaven ES, ECE @ Central Enrollment, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes CC, Gifted & Talented, Highland ES, Hilltonia MS, 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, Liberty ES, Lincoln Park K-6, 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, Nurses, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons PreK-5, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, 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, Student Support Center, Sullivant ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West HS, West Broad ES, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodward Park MS, and World Language MS.

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/3VmYx7U>.

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 uni...	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...	No violation of the contract. Grievance withdrawn.
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.

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., Oct. 31, 2022. This is a selective interviewing process. Selection to be in the PAR Pool does not mean an immediate placement.

cea
Columbus Education Association

CECE
Columbus Early Career Educators

FALL SOCIAL FRIDAY
OCTOBER 21, 2022

4:30PM TAFTS BREWORIUM
440 W BROAD ST
COLS, OH 43215

YEARS 0-10

TRIVIA & APPETIZERS

SAVE Dates
NOVEMBER 18TH
DECEMBER 16TH
JANUARY 27TH
FEBRUARY 24
MARCH 31ST
APRIL 28TH
MAY 19TH

Contact
columbuscece@gmail.com
or
Jacquia Hearn
614-598-6229
jackhearn04@gmail.com

Special Notes

- Mini Grant Window Closes Oct. 27:** 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. **See the table in the Oct. 10 issue of the CEA Voice for categories and usage criteria.** To apply for these competitive grants, go to <https://forms.gle/35rSRaB2nKawXpub9>. If you need assistance with the application process, reach out to Tracie Helmbrecht at (614) 398-1201. **All proposals must be submitted by Records Day, Wednesday, Oct. 26, 4:30 p.m.**
- Make a Donation to the Catastrophic Sick Leave Bank:** The following member has been approved for Catastrophic Leave and is in need of donated days: **Kim Ogilbee, Starling K-8.** 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.** Be sure that you *and* your principal or supervisor sign the form. Indicate on the form to whom you are donating the sick days.
- The following elected positions will be filled in the **2022-2023 Special Fall Election: OEA Delegates, District 1 Governor, and District 4 Governor. 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.**
- 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.
- Attention CEA Members who are Veterans of the United States Armed Forces:** If you would like to be honored in the *CEA Voice*, send your **name and branch of service** to Bob Hern (herbn@ceaohio.org). We will mention you in the Nov. 7 issue. Thank you for your service.

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.