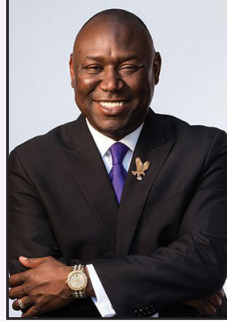


MLK Dinner Keynote Speaker is Ben Crump

The Columbus Education Association is proud to announce that the keynote speaker for CEA's 42nd Annual Dr. Martin Luther King, Jr. Awards Dinner will be Ben Crump.



Ben Crump

Listed amongst the Most Influential People of 2021 by *TIME*100, *Ebony* Magazine's Power 100 Most Influential African Americans, The National Trial Lawyers Top 100 Lawyers, and the 2014 NNPA Newsmaker of the Year, Attorney Ben Crump is referred to as Black America's Attorney General. Through a steadfast dedication to justice and service, renowned civil rights and personal injury attorney Benjamin Crump has established himself as one of the nation's foremost lawyers and advocates for social justice.

The 42nd Awards Dinner is Thursday, Jan. 12, 2023, in the Short North Ballroom at the Columbus Convention Center (400 N. High St.). Get your tickets now, the annual dinner is always well attended and we expect the dinner to sell out quickly. Tickets are \$40 per person, or \$320 for a table of eight. Call CEA for yours.

Grade Entry Deadline Calendar Changes

Per the Master Agreement, Records Day for the first three quarters of the school year always occurs on the Wednesday following the end of the quarter. In previous years, CEA members would have to have the initial entry of their grades completed by the end of the contract day on Records Day. Administrators would then spend a day checking the initial grades and send back grade verification reports with any corrections needed to be made. CEA members would then have a short period of time to correct any problems with their report card grades and then the grade entry window would close.

This year, the schedule is different. The deadline for grade entry for first quarter for traditional schools is 11:59 p.m. on Nov. 1—when the grading window will close. The grade entry calendar makes no requirement for CEA members to put their grades in early, nor does it require administrators to check grades and send back verification reports for additional required corrections by teachers. Go to <https://bit.ly/3VGmvLh> and <https://bit.ly/3TeSEZ3> to download grade entry calendars for year-round and traditional schools. In this year's negotiations, the Board proposed and your Union agreed to move the opening of the grading window from ten to five days prior to the end of the quarter. This calendar was approved prior to the ratification of the new contract so the grade window opening dates are incorrect.

Only This Records Day is Remote. Here is Why.

As you know, your Union negotiated an MOU with the district to ensure that the first Records Day is remote. When we initially approached the district, it was to negotiate all of the records days (except the last one) to be remote. The district expressed interest in that idea, however there was a catch. They would agree to make all but the last record day remote if we would agree to give building principals the power to require members to be on site for future records days if their quarterly grades for report cards were not turned in on time.

Your Union was flabbergasted. At the bargaining table, the district punitively proposed to reinstate interims. Why? They believed that middle and high school teachers of record weren't grading their assignments and entering them into the IC gradebook in a timely manner. Reinstating interims would have disproportionately impacted elementary teachers, special education teachers and related service providers at all levels. Your CEA Bargaining Team was able to fend off interim reinstatement by strengthening language of timely grade entry in the contract.

However, at no time before, during or after negotiations did the district ever express any concern regarding timely entry of quarterly grades. That topic has never been discussed or raised in any meetings before or during the current superintendent's tenure. Ultimately, your Union counter proposed and the district agreed to have the first records day to be remote with no restrictions and to revisit the matter and look at the data regarding timely entry of first quarter grades.

On this day, there will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators. This is your day to spend working remotely on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records Day is a work day. All members are expected to work at their regular start time and work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take valuable time away from our ability to provide additional support for our students.

PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions throughout the school year which are open to all CCS educators. Session topics are relevant to today's educators and are aligned with areas of the OTEs, OSCES, and LSP rubrics. Session descriptions can be found in the CCS PD System (PDS) #44991. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions:



- Nov. 1: Culturally Relevant Pedagogy (4:30–6:30 p.m.)
- Nov. 15: Strategies for Student Engagement: Collaboration (4:30–6:30 p.m.)
- Dec. 6: Classroom Management: Troubleshooting (3:30–5:30 or 4:30–6:30 p.m.)

NEW: Teacher/Educator Learning Community (TELC)

In partnership with the New Teacher Center, teachers/educators new to CCS this year have the opportunity to participate in this series. See your PAR CT for more information.

- Oct. 25: Connect to Your 'Why' (3:30–5:30 p.m. or 4:30–6:30 p.m.)
- Nov. 8: Supporting Developmental Relationships (3:30–5:30 p.m. or 4:30–6:30 p.m.)
- Dec. 13: Five Lenses for Knowing Students (3:30–5:30 p.m. or 4:30–6:30 p.m.)

Honoring Our Veterans

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 (hernb@ceaohio.org). We will mention you in the Nov. 7 issue. Thank you for your service.

Thanks for Being a Member of CEA, OEA, & NEA!

As a token of our appreciation for your membership, NEA Member Benefits and the NEA Magazine Service are pleased to provide you with two *free* magazine subscriptions for one year.

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/3COThS3>.

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...	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...
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Chris...	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...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provi...	Grievants shall be made whole in every way, including but not limited to the following: Professional Learning and Licensure Teacher on Special Assignment (TOSA)...	Arbitration hearing scheduled.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provi...	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...	Arbitration hearing scheduled.
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 de...	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...	Step 2 hearing held. Awaiting decision.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration failed to pay...	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...	Step 2 hearing held. Awaiting response.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration failed to...	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...	No violation of the contract. Grievance withdrawn.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provi...	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...	Step 2 Hearing Held, District Response Pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provi...	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...	Denied at Step 2. To be placed in abeyance pending outcome...
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provi...	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 letter...	Step 1 Grievance pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provi...	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 letter...	Step 1 Grievance pending.
Linden-McKinley 7-12 Ronald Widman	Linden-McKinley Assistant Principal Ronald Widman, acting in his capacity as agent of the Board, failed to...	Grievants shall be made whole in every way, including not limited to the following: The Board and it's agents shall cease and desist from violating, misinterpret...	Step 1 Grievance pending.

Continued from Page 1

To view a complete list of free subscriptions and to order yours, go to: neamb.com/OHGet2.

Note: This offer expires June 30, 2023. Limit of two free subscriptions per member per twelve-month period. Quantities are limited. Free titles and number of issues are subject to change. No additional purchase is required. Call 800-968-7624 with questions.

Correction: The Columbus Global Academy was in attendance for the Oct. 6 Legislative Assembly.

Special Notes

- CCS is opening the pool for 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 letters of reference from the following: current building administrator, current CEA SFR, and a professional reference. To download the job description, go to <https://bit.ly/3C7wAbf>. Submit your documents to CEA President John Coneglio at the CEA Office 929 East Broad Street Columbus, OH 43205. The **deadline is Monday, Oct. 31, 4:30 p.m.** This is a selective interviewing process. Selection to the PAR Pool does not mean an immediate placement.
- The following elected positions were filled in the **2022-2023 Special Fall Election for District 1 Governor: Victoria Evans** (won by acclamation) and for **District 4 Governor: Neil Moore** (won by acclamation). Ballots for **OEA Delegates 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.
- Mini Grant Window Closing Soon:** 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, contact 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 members have been approved for Catastrophic Leave and are in need of donated days: **Kim Ogilbee, Starling K-8** and **Meredith Simon, Burrough 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.** Be sure that you *and* your principal or supervisor sign the form. Indicate on the form to whom you are donating the sick days.

- OEA Educator Appreciation Night • Saturday, Feb. 11.**

Cleveland Cavaliers vs Chicago Bulls

Educators will be entered to win giveaways and participate in fan experiences. The National Teacher of the year will be recognized during game. There will be an in-game announcement for all educators in attendance. Look for educator discounted tickets for other games such as Oct. 30, Nov. 18, Dec. 16, Mar. 17, and Mar. 31. Go to <https://cavaliers.group/oea> to purchase tickets. Questions, contact Thyran Nowden at (216) 219-3433 or tnowden@cavs.com.

- 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, submit your 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 questions, 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 **Jacquie 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/>.
- If you are a member of the Columbus Education Association and not receiving electronic communications** from us, please email **Kathy Wilkes at the CEA office** at wilkesk@ceaohio.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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