

## Your Dues Dollars at Work

Our members work hard, and your Association is proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each recipient with a \$2,500 scholarship, funded by a \$10 dues assessment from each member, invested and paid through The Columbus Foundation. This year we have 70 recipients. Since 1995, this fund has awarded **\$1,277,750 in scholarships**. The students listed below will receive CEA Members Scholarships for the 2022–2023 school year:



Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Ronda Baumgardner	Binns ES	Andrew Baumgardner	Bowling Green State University	Marie Boozer	Indianola Informal K-8	Carrie Legg	Ohio University
Victoria Boddeker	Arts Impact MS	Ryley Boddeker-O'Connor	Northwestern University	Maria Lentz	Valley Forge ES	Emma Lentz	Kent State University
Aimee Bonner	Whetstone HS	Makayla Bonner	Kent State University	Lila Levendoski	Alpine ES	Michaela Levendoski	Miami University
Christopher Boyd	Devonshire ES	Victoria Bonner	The Ohio State University	Catherine Mast	Gifted & Talented	Brianna Mast	Ohio University
Steven Schmidt	Columbus Downtown HS	Nathan Boyd	Otterbein University	Judith McCormick	Marion-Franklin HS	Luke McCormick	Ohio University
Carene O'Connor	Col's Alternative HS	Madison Brandon	Miami University	Valerie Long	Retired	Maxwell Monagan	University of Kentucky
Karen Bromberg	Col's North Int'l HS	Grace Bressoud	John Carroll University	Rita Morgan	Whetstone HS	Matthew Morgan	Cleveland State University
Allison Bronder	Cols Downtown HS	David Bromberg	The Ohio State University	Amy Morrow	Valley Forge ES	Andrea Morrow	Ohio University
Peggy Callander	Berwick Alt	Reagan Bronder	Mt. Carmel College of Nursing	M. Ellen Moscato	Cranbrook ES	Frank Moscato	The Ohio State University
Tiana Johnson	Innis ES	Abigail Callander	Miami University	Roxanne Adams	Southwood ES	Lexi Moses	Kent State University
Michelle & John Coneglio	Clinton ES	Akasia Collins	The Ohio State University	Heather Mullenax	Old Orchard ES	Grace Mullenax	University of Cincinnati
Menekse Crow	Lincoln Park ES	Elise Coneglio	The Ohio State University	Isabelle Lucienne	École Kenwood	Spencer Newkirk	The Ohio State University
Cheryl Cuckler	Health Services	Yasmine Crow	The Ohio State University	Kevin O'Donovan	Sherwood MS	Zion O'Donovan	The Ohio State University
Sonya Hooper	Whetstone HS	Sarah Cuckler	Mt. Vernon Nazarene	Michelle Osmond	Hudson	Kylie Osmond	Miami University
Toni Davis	Lindbergh ES	Brenna Daugherty	Ohio University	Michelle O'Sullivan	Siebert ES	Alyssa O'Sullivan	Ohio Wesleyan University
Nina Barksdale	Centennial HS	Cassidy Davis	Kent State University	Lisa Frank	West Mound	Frank Paris	University of Akron
Elaine DeVendra	N. Linden ES	Jalen Dearing-Hardiman	The Ohio State University	Kristin Pease	Ohio Avenue ES	David Pease	The Ohio State University
Tonya Dixon	Devonshire ES	Jacob Devendra	John Carroll University	Kimberly Peeks	École Kenwood	Roderick Peeks	The Ohio State University
Tocka Barrett	Champion MS	Korinda Dixon	Taylor University	Debra Keller-Perry	Clinton ES	Sarah Perry	Miami University
Kimberly Fauber	ESL	Michael Dunlap II	Capital University	Angela Rybicki-Place	ESL	Kieran Place	United States Military Academy
Carol Ball	Lincoln Park ES	Chloe Fauber-Lyle	New York University	Tracy Porreca	Sullivant ES	Keenan Place	Western Governors University
Amy Gehrig	Mifflin HS	Bryce Fryman	Florida International University	Linda Rainey	Hudson	Tyler Porreca	Otterbein University
Emily Bailey	Como ES	Jackson Gehrig	Ohio University	Robyn Secrest	ESL	Andrea Rainey	Ohio University
Bryan Haenszel	Retired	Lovie-Afi Greene	Central State University	Pamela Sheeran	Watkins ES	Ryan Secrest	University of Dayton
Tricia Honaker	Linden STEM	Madison Haenszel	University of Cincinnati	Elizabeth Sheridan	Olde Orchard ES	Bradley Sheeran	University of Cincinnati
Catherine Marschall	Indianola Informal K-8	Clayton Honaker	Ohio University	Molly Spangler	Health Services	Joseph Sheridan	Miami University
Dale Johnson	Walnut Ridge HS	Eva House	Kenyon College	Anthony Thornton	Mifflin HS	Halle Spangler	University of Toledo
Wendy Wexler-Jonas	Lincoln Park ES	Brady Johnson	Lipscomb University	Leah & Jessie Turner	Cranbrook ES/Champion MS	Aman Thorton	Clemson University
Amy Jordan	Sullivant ES	Gabrielle Jonas	Kent State University	Heather Vanh	Speech & Learning	Alexis Turner	Miami University
Rochelle Kirby	Beechcroft HS	Brianna Jordan	Otterbein University	Kimberly Styers	Indian Springs ES	Skye Vanh	Cleveland Institute of Art
Sheri Wukelic-Koehler	Centennial HS	Ashley Kirby	University of Cincinnati	Merele Wilder	PAR	Chloe Weiss	Ohio University
Susan Koenig	Sullivant ES	Cole Koehler	The Ohio State University	Karen Woods	Starling PreK-8	William Wilder	The Ohio State University
Katrisa Trenor	Whetstone HS	Jacob Koenig	Liberty University	Angela Zalenski	Huy ES	Antonia Woods	Eastern Michigan University
Brian Kraft	Colerain ES	Ethan Kopsch	The Ohio State University	Molly Zinsmeister	Independence HS	Megan Zalenski	Columbus College of Art & Design
		Daniel Kraft	The Ohio State University			Mary Zinsmeister	University of Kentucky

## Textbook Selection Committee Nominations

Our *Master Agreement* provides CEA members input into vital classroom decisions. Section 504.01 details the agreed-upon framework for one of these, textbook selection. When it is time to review textbooks in a particular subject area, teachers from those subjects participate. The District will be selecting the following resources for High School Social Studies:

- African-American Studies
- Psychology/Sociology

*Note: Each grouping above represents a separate textbook committee.*

Bargaining unit members may only serve on one committee due to the RFQ process. Here's how the process works:

- CCS posts a notice asking for textbook-adoption committee participants.
- Only teachers from each pertinent subject area and grade level at schools involved elect the nominees.
- Each of the building nominee elections is conducted by its principal and Association Building Council (ABC).
- Nominations should be emailed to CEA President John Coneglio (coneglioj@ceaohio.org) and copied to Brian Morton (bmorton6466@columbus.k12.oh.us) no later than Friday, Dec. 2, 4:30 p.m.
- Nominations should be on school letterhead signed by



both the building Principal and Senior Faculty Representative.

- Nominees go to a joint Association and Board committee for a final vote.

## Grants for New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients. Interested teachers should go to <https://bit.ly/dsgfirstyear22> to download the application. Grant applications can be emailed to **Emeri Ferguson**, Grant-in-Aid Chairperson at [eschwartfigure@gmail.com](mailto:eschwartfigure@gmail.com) or sent via USPS to 3650 Reed Rd., Columbus, OH 43220. Completed grant applications **must be received by Dec. 16, 2022**. Grant recipients will be notified by Jan. 20, 2023.

## Honoring Our Veterans (Cont.)

On Nov. 11, we honored America's veterans for their patriotism and love of country. Join CEA in honoring our members who have served in the U.S. Armed Forces.

When you see them, tell them how much you appreciate their service and the sacrifices they have made. We want to recog-

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**The CEA Master Agreement is set to expire in fewer than 1,017 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/3NqazTQ>.

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 it's 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 held Nov. 9, 2022. Awaiting Arbitrator's decision.
CCS Administration	The Columbus City Schools Board of Education and/or it's 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 held Nov. 7, 2022. Awaiting Arbitrator's decision.
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 contracts...	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 Columbus City Schools Board of Education and/or it's 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 it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	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...	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect...
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	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 issued on or about October 6, 2022 from all employee personnel records, other than...	Step 1 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	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 issued on or about October 6, 2022 from all employee personnel records, other than...	Denied at Step 2.
Ridgeview MS Natalie James	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ridgeview MS, Natalie James, failed and/or refused to adjust the...	That the grievant be made whole in every way, including but not limited to adjusting the grievant's class load for the second semester of the 22-23 school year, and that NO REPRISALS be taken against the grievant or any other...	Step 1 hearing pending.
East Columbus ES Jamie Spreen	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of East Columbus ES, Jamie Spreen, failed to provide appropriate...	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...	Step 1 Grievance pending.

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nize the veterans among our CEA ranks:

**Army:** Dawn Berenzweig ★ Robert Knecht, Jr. ★

John A. Moore ★

**Navy:** Eric M. East ★

**Coast Guard:** Keith Beveridge ★

**Air National Guard:** Christine M. Patch ★

## 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 include:



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.

Dec. 13: **Five Lenses for Knowing Students** (3:30-5:30 p.m. or 4:30-6:30 p.m.)

## Thanksgiving Social with Columbus Early Career Educators

Join us for Food & Fun before our Fall Break on Friday, Nov. 18, 4:45 p.m. at Barley's Brewing Company, 467 N. High St. For more information, contact Jacquia Hearn at (614) 598-6229 or email columbuscece@gmail.com.

## Special Notes

### 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, Burroughs 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.

- Spring 2023 Fee Waiver:** The online application period will close **Nov. 15, 2022, at 11:59 p.m.** Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. The online form will automatically send you a confirmation email once your application is submitted. Instructions to complete the online application can be found at <http://bit.ly/2jhWSjd>. If you have **Priority I or Priority II status**, upload the proper documentation with your online application. **Documentation is required with each fee waiver process.** Your priority status will change without the proper documentation. To provide you with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines, go to <https://www.ccssoh.us/Page/4815>. Contact **Jahni Flood** at [jflood@columbus.k12.oh.us](mailto:jflood@columbus.k12.oh.us) if you have any questions.
- Ballots for OEA Delegates have been sent to building SFRs.** The voting window **began Tuesday, Nov. 1,** and **ends Tuesday, Nov. 15.** Members of the Elections Committee will **collect ballots for tally Wednesday, Nov. 16.** Call **Elections Chair Brittany Pierce** at (440) 225-2631 with questions.
- 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: Nov. 18, Dec. 16, Mar. 17, and Mar. 31. Questions, contact **Thyran Nowden** at (216) 219-3433 or [tnowden@cavs.com](mailto:tnowden@cavs.com). Go to <https://cavaliers.group/oea> to purchase tickets.
- 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/>.