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 the
CEA Voice
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 it contains a
 political
 endorsement.

Honoring Our Veterans

On Nov. 11, we honor 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 recognize the veterans among our CEA ranks:



Army

Christopher Daniels ☆ Alexander Hernandez ☆
 Carole Sullivan ☆ Gary Thomas ☆ Laurie Tufts ☆
 Melissa Willis ☆ Matt Yuhasz ☆

Navy

Kristin Bennett ☆ Lisa K. Johnson ☆ J Sanchez ☆
 Alan Schmiedebusch ☆ Adam Viney ☆

Marine Corps

Jennifer Harvey ☆ William Irvin ☆ Marisa Moore ☆
 Denny Mulloy ☆

Air Force

Elizabeth Bivins ☆ Gerald Collins ☆ Allison Grosh ☆
 James Noice ☆ Deborah Strouse ☆

Army National Guard

Lou Bernard ☆

Air National Guard

Debbie Seastone ☆

We will recognize any additional submissions in the next *Voice*. Send your **name** and **branch of service** to hernb@ceaohio.org.

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 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.



Spring 2023 Fee Waiver

The online application period will close on 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>.

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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/3UkkB1B>.

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 scheduled.
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 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 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 Grievance 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.
Linden-McKinley 7-12 Dr. Michael McCrory	Linden-McKinley Assistant Principal Ronald Widman, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect...	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, misinterpreting, and or the Master Agreement including but not limited to Article 208.01. ...	Relief granted at Step 1.

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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 if you have any questions.

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.

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.)

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.

- 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 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. Go to <https://cavaliers.group/oea> to purchase tickets.
- Membership Benefit:** As a token of 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. To view a complete list of free subscriptions and to order yours, go to: neamb.com/OHGet2. **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.
- 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.** Contact **Jacquie Pencek**, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us with questions. To participate, go to <https://ccsoh-us.zoom.us/j/3059377463#>.
- Members of CEA:** If you are **not receiving electronic communications** from us, email **Bob Hern** at hernb@ceaohio.org with your name and non-CCS email address.