



Want to Get Out of Your Three-Year Commitment?

Your Union knows that, from time-to-time, issues arise at your current assignment, especially during your three-year commitment. Sometimes bargaining unit members experience strong philosophical differences with the program(s) within their current assignment. Other times, they experience health and/or safety issues within their current assignment.

Bargaining unit members that believe their skills would be best utilized in another assignment within the district have the opportunity to request a voluntary staff reduction from Human Resources. Two reasons can be cited to request a voluntary staff reduction: philosophical differences or health and safety concerns. Individuals who are interested in requesting a voluntary staff reduction must submit their request in writing to HR.

Any full-time contract bargaining unit member can request a voluntary staff reduction. You are not required to inform your administrator, or to ask their permission, to seek a voluntary staff reduction. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administrators. Keep in mind that requesting a voluntary staff reduction is just that—a request. Ultimately it is the decision of HR whether or not to grant each bargaining unit member's voluntary staff reduction request.

The deadline for teachers to submit their request for a voluntary staff reduction based on philosophical differences or health and safety is 5 p.m., Friday, Jan. 20. Individuals requesting a voluntary staff reduction must provide specific reasons for making the request. Requests can only be submitted by utilizing a Google Form, located at <https://bit.ly/3FkILDg>. You are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified by HR in late January or early February.

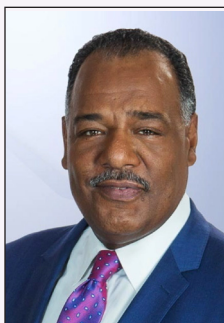
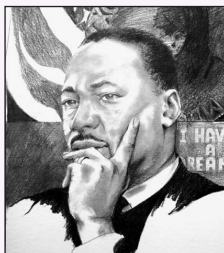
MLK Award Winners Announced

CEA is pleased to announce this year's Dr. Martin Luther King, Jr. award winners. We will honor them at the 42nd Annual CEA Dr. Martin Luther King, Jr. Awards Dinner, set for Thursday, Jan. 12, 2023, in the Short North Ballroom at the Columbus Convention Center (400 N. High St.).

Mike Jackson will receive the **Dr. Martin Luther King, Jr. Humanitarian Award**. It is given for distinguished service in the community in the areas of education, social justice, or human and civil rights.

Mike began his broadcasting career in West Virginia, moving to Charleston and later to Columbus. Leaving Columbus for Washington, D.C., Mike served as evening anchor at NewsChannel 8 before returning to Columbus and beginning his work with NBC4 in 1994, a career spanning more than 40 years.

Mike proudly received a first-place award for reporting by the National Association of Black Journalists in 1993 in Washington, D.C. Other honors include four local Emmy nominations for reporting and two-second place awards for reporting by the Society of Professional Journalists. Mike



Mike Jackson

was also awarded the Lifetime Achievement Award from The Tribute to African American Committee.

Tyree Rivers will receive the **Helen Jenkins Davis Award**.

It is named after the first black teacher hired by the Columbus City Schools. It is given to a Columbus teacher who has worked to promote social justice, diversity and human rights.

Tyree grew up in Columbus and graduated from Mifflin HS. She currently serves as the Culture and Climate Coordinator. In that role, Tyree is the originator and chair of the CCS "Relationship Week" and has helped revitalize the PEAK program as well. She is intentional about aligning our community partners with our schools to achieve similar goals.

She has been active with Corvettes of Distinction, organizing backpack giveaways and food drives. She is also active with her church. She has been an active, involved member of CEA since beginning her work with Columbus City Schools. Tyree has served as a PAR Consulting Teacher and has been a member of the PAR panel since 2014. She has been the Co-Lead of CEA's Teacher Leadership Institute since 2016 and has also served as the Capital District Screening Chair.

Join us as we honor our awardees. The annual dinner is always well attended, so be sure to purchase tickets well in advance. Tickets are \$40 per person, or \$320 for a table of eight. Call CEA for yours.



Tyree Rivers

Is Your License Expiring?

If your license from ODE is expiring June 30, 2023, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Mar. 15 to be licensed by ODE for the 2023–2024 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.

In addition to the online application, you will need to complete a background check. All fingerprinting must be completed electronically through Webcheck. A permanent certificate still requires fingerprinting every five years. The Human Resources Department, located at 3700 S. High St., oversees this process. The CCS Fingerprint Office is open Monday through Friday, 8 a.m.–4 p.m. It is important to note that face-to-face operations are on an **appointment-only** basis. Go to <https://bit.ly/3LCxYZ9> to schedule a date and time to complete your fingerprints. If you have questions about the date of your last background check, or if you don't plan to renew your license, contact Leslie Butler, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us. Questions concerning CEUs or the license renewal process should be directed to Leslie Butler at license@columbus.k12.oh.us.

Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. The documents must be signed by both job-share part-

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The CEA Master Agreement is set to expire in fewer than 982 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/3v3mSDI**.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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	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 arbitration.
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. To be placed in abeyance pending outcome of Project Connect arbitration.
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 bargaining...	Step 2 Hearing held. Decision 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.
Parsons ES Shannon Clemens	Parsons ES Principal Shannon Clemens, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Associa...	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Letter of Direction (LOD) issued on or about November 4, 2022 from the grievant’s personnel and...	Step 1 hearing held. The teacher and her union representative assert that there is not Just Cause...
CCS Administration Dr. Luther Johnson, Jr.	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Region 6 Superintendent Dr. Luther Johnson, Jr. subjected the grievant to direct...	That the grievant be made whole in every way, including, but not limited to: That the administrator apologize in writing to the grievant, that the administrator does not subject the grievant to direct verbal criticism in the future; that ...	Step 2 hearing held. Awaiting response.
CCS Administration (a)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member’s...	Grievance filed at Step 2. District is holding in abeyance.
CCS Administration (b)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member’s...	Grievance filed at Step 2. District is holding in abeyance.

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ners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR). To download the job-share packet for the 2023–2024 school year, go to the CCS Intranet or download it at **http://bit.ly/3VI96YI**.

Each partner’s completed job-share packet is due to CCS Human Resources, no later than 5 p.m., Friday, Jan. 20. If you have further questions about job sharing, contact Cindy Love at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

Annual Caldecott & Company Read-In

On Saturday, Jan. 28, the Bexley Public Library will hold the 34th Annual Caldecott Read-In, now the Caldecott & Company Read-In, to include even more categories and awards this year. This partnership event, with Bexley Public Library and Bexley City Schools, will include a variety of award categories of picture books and juvenile fiction to explore. Gramercy Books will be selling titles and attendees will receive a 20 percent educator discount. All school purchase orders receive a 25 percent discount. The event will be held at the Bexley Public Library Auditorium, 2411 E. Main St., Bexley, Ohio. Doors open at 9 a.m. for registration. The event is from 9:30 a.m.–12:30 p.m. Books will be on sale throughout the event. Snacks and light refreshments will be served. Register at **https://bit.ly/3PtVd8r**. Call Julie Perdue, Youth Services Manager, Bexley Public Library at (614) 231-2878 with questions.

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, Michelle Cappelletta, Columbus City Prep. School for Girls, and Erin Ottobre, World Language MS.** 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.

- ☐ **CEA Spring 2023 Elections:** The following elected positions will be filled in the 2022–2023 election cycle: **NEA Local Delegates; NEA State-at-Large Delegates*; 2023–24 OEA Delegates, Governors for Districts 1, 4, 5, 6, and 10.** The **declaration period begins on Wednesday, Jan. 4.** Declaration forms will be available for download on the CEA website or may be obtained by contacting Michelle Crouse (crousem@ceaohio.org). **Declaration forms must be received in the CEA office by Friday, Feb. 3, 4:30 p.m. Ballots will be sent to buildings by Feb. 17. The voting window begins Tuesday, Feb. 21, and ends Thursday, Mar. 9.** Members of the Elections Committee will **collect ballots for tally Friday, Mar. 10.** Call Elections Chair Brittany Pierce at (440) 225-2631 with any questions.
*NEA State-at-Large Declaration Forms must be submitted to William Baird at OEA by January 31, 2023.
- ☐ **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: 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.
- ☐ **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://bit.ly/3Wijqk2**.

