



Dr. Martin Luther King, Jr.
(1929–1968)

Only This Records Day is Remote. Here is Why.

As you may remember, your Union approached the district to negotiate all 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. 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.

In December, your Union met with then-Superintendent Dixon and her staff to discuss a number of things, including second quarter records day. We were told that there were a total of 10,001 grade changes after the quarter ended. When we asked the total number of unique teachers involved in those grade changes the administration informed us that there were only 102 out of nearly 3,000 teachers of record. Your Union then asked the administration how many of those 102 teachers' grade changes involved members who were on long-term leave, had resigned or involved unfilled vacancies. The administration was unable to provide that information. Consequently, the administration agreed to the second records day being remote and to revisit it once again following the second records day.

On Wednesday, Jan. 18, 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.



Do You Have Your Continuing Contract?

It is that time of year where you can apply for a Continuing Contract. This year, bargaining unit members submit their Continuing Contract application using Google Forms only. Bargaining unit members will have to be logged into their CCS email account to utilize the online form. To utilize the online application process, go to <http://bit.ly/3vDJU4q>.

You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract Section 401.16, to be eligible to receive a continuing contract, you **must** have the following:

- A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 3, 2023.

At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years or if you previously had a continuing contract in Columbus or another Ohio district, you must have completed two successful years of Columbus experience. Under the new licensing standards, you must also meet the following coursework requirement:

- If you hold a master's degree at the time of initially receiving a teacher's certificate/license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you do not hold a master's degree at the time of initially receiving a teacher's certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2023–2024 school year, you must complete the online application and provide original transcripts. Only digital transcripts will be accepted and should be sent to transcripts@columbus.k12.oh.us. The electronic form and original transcripts must be received no later than Mar. 3, 2023.

Questions regarding this information should be directed to Teacher Certification & Licensure at (614) 365-6680 or license@columbus.k12.oh.us. All applicants will receive an electronic confirmation. Applicants must check their email (spam or clutter folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the Continuing Contract applications will be sent via email by Mar. 31, 2023.

Take the CEA Staff Survey

Spring is coming, and with it comes the Article 211 selective interview process. Whether you have to interview this spring or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a potential new school than from the CEA members that currently work there? Participants will be able to rate work locations on professional environment, democratic procedures, teacher involvement, and other important areas. Members may provide additional open-ended, anonymous responses on the survey.

The 2022–2023 annual staff survey will be administered online. Additionally, this year's survey will offer bargaining unit members in citywide departments the opportunity to rate their department as well. An email containing the link to the survey was sent to members' non-CCS email addresses on Friday, Jan. 13. The survey will close on Sunday, Jan. 29, at 11:59 p.m. If you did not get the email message or if CEA does not have your current non-CCS email address, send it to tellcea@ceaohio.org to participate in the survey. You will be able to access this survey from home or from work. The survey results for each school/building will be published on CEA's website, so you can make informed decisions during the 211 Process.

Super Severance: Good Attendance Pays Off

If you want enhanced (or super severance) pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. You will receive pay for 50 percent of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 also means you receive more for your unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted. To estimate the amount of your severance pay, access Employee Self Service and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.

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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/3vVwfWt>.

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 or...	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 held Nov. 9, 2022. Awaiting Arbitrator's decision.
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 when...	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 employee...	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 its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when griev...	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 those...	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 grievant's...	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 unit member...	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 adminis...	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 1 Grievance hearing pending.
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 but...	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 service/personnel...	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 but...	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 service/personnel ...	Grievance filed at Step 2. District is holding in abeyance.
Linden-McKinley STEM 7-12 Dr. Michael McCrory	Dr. Michael McCrory, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline in violation, misinter...	Grievants shall be made whole in every way, including not limited to the following: 1) The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 208.01. The board...	Step 1 hearing held. Awaiting response.

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Notifications of retirement are being accepted in electronic format only. To submit your notice of retirement, go to <https://forms.gle/qpv9t4EQAZSnpTY56>. The example in the Jan. 2 issue of the *Voice* referred to a retiring teacher with a yearly salary of \$104,241 (Master's at Step 31) with a daily rate of \$534.57, 410 sick leave days and 30 personal leave days*.

You would receive \$28,064.93 more when notifying the District of your intent to retire by Feb. 1.

**The example is for illustration purposes only and is not intended for use as an official calculation.*

Want to Get Out of Your Three-Year Commitment?

The deadline for teachers to submit their request for a voluntary staff reduction based on philosophical differences or health and safety is **Friday, Jan. 20, 5 p.m.** Individuals requesting a voluntary staff reduction must provide specific reasons for making the request. Requests can only be submitted 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.

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.

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, 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 background check, CEUs, or licensure renewal, contact **Leslie Butler**, Human Resources, **Teacher Licensure**, at license@columbus.k12.oh.us.

Special Notes

- Transplant Needed: Benita Smith**, a PAR Consultant, is in need of a **kidney donation** from a living donor. Anyone interested in being tested for a possible match for donation can call Michelle Crouse at the CEA office for more information. To find out how to become a donor, go to: <https://wexnermedical.osu.edu/transplant/living-kidney-donation>.
- Make sure you **update your home mailing address** with **CCS Human Resources** after you move. We have received numerous CEA Election postcards with undeliverable addresses. CEA uses this information to communicate with you on important issues when an email or text will not suffice.

- 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 Cappetta, 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 is underway.** Declaration forms are 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.
- The **filing deadline** for the **Capital OEA Board of Directors** position is fast approaching. A Capital OEA Board of Directors member will be elected at the Capital Spring RA on Wednesday, Apr. 26. Download the form at <https://bit.ly/3X2yO4X>. The **declaration deadline** is Sunday, **Mar. 12.**
- The **Bexley Public Library** (2411 E. Main St.) will hold the 34th Annual Caldecott Read-In, now the **Annual Caldecott & Company Read-In**, Saturday, Jan. 28. Registration starts at 9 a.m. and the event runs from 9:30 a.m.-12:30 p.m. 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. Snacks and light refreshments will be served. Call **Julie Perdue**, Youth Services Manager, Bexley Public Library at (614) 231-2878 with questions. Register at <https://bit.ly/3PtVd8r>.
- 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: Mar. 17, and Mar. 31. Questions, contact **Thyrn 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>.
- Education First Credit Union** has an **interest-free classroom supply loan!** Go to <https://bit.ly/3Hyqi8Q> or call (614) 221-9376 or for more information. (**Some restrictions may apply.*)