

CEA Members Organize Around Unified Arts Grievance

The letter below regarding next year’s allocations was individually signed by more than 2/3 of the Unified Arts Teachers in the district. The grievance response is pending with no decision made by the district at the time the *Voice* went to print.



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March 6, 2023

Interim Superintendent Chapman, Director Dean, and Supervisor Hill,

We, the undersigned CCS Unified Arts Educators and proud CEA members, are disappointed by the District’s apparent abandonment of the allocation grid and cooperative scheduling process which has long been used to determine allocations, school pairings, and scheduling within our Department. The resulting allocations released for the 2023-2024 school year are inequitable, disruptive to relationships we have spent years building, and most importantly not in the best interest of the students we serve. This unilateral change in scheduling is not just bad professional practice, it’s also a violation of our Master Agreement and binding past practice. Accordingly,

1. To correct the immediate allocation issues for the coming school year, we respectfully request that the CEA grievance filed on February 17, 2023 be sustained in full with the requested remedy enacted.
2. Moving forward, we respectfully request CEA representation when future allocations for pairings of schools, teacher teams, and the like are set for the 2024-25 school year and all school years going forward. In the past, our CEA representatives have worked closely with the Unified Arts Administrator to create pairings/allocations that reflect the binding CEA contract, as well as honor historical pairings between buildings for Unified Arts Educators and their students, for continuity in scaffolded education, and for the relationships between teachers, students, and school communities. This cooperation has been successful, and should continue to ensure we can always utilize resources in a manner that allows us to fulfill the potential of our wonderful department. This will also allow us to serve our 24,000 elementary students with fidelity and within the best practice of the Columbus City Schools goals and guardrails.

Mandatory Special Education Meeting Mark Your Calendar!

The Special Education Department will host an annual, mandatory ALL Special Education Staff Meeting on either:

Tuesday, Mar. 28; 3:30–5 p.m.

Thursday, Mar. 30; 4:30–6 p.m.

Both meetings will be held at East HS in the Auditorium. You need only attend one meeting; you can pick which one works best with your schedule. The content for both meetings is the same.

Teachers’ Dream Grant

This grant will provide individual grants ranging from \$500 to \$5,000 to Columbus City Schools teachers to assist in improving teaching and learning in CCS. This is an excellent opportunity for interested teachers to acquire resources to support an innovative project to increase student achievement, improve social climate and/or promote social justice. All applications must be submitted online by Apr. 21, 2023, 4 p.m.

This is a district-sponsored grant. Applicants will not need to submit a Grant Endorsement Form to apply but will need their principal’s or supervisor’s approval.

Note: A CCS email account is required to submit online. Go to <http://www.columbus.k12.oh.us/dreamgrant> to submit your application, and enter your ILead login name and password.

Apply for a Spring 2023 Mini Grant!

Apply for a Spring 2023 Mini Grant until Friday, Mar. 29.

Members are strongly encouraged to think about supplemental resources and tools they purchase with their own money. 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.*



A few reminders:

- Mini Grants are **only open to CEA members in good standing. Contact the CEA office if you are not a member and wish to be one!**
- iPhone users might need to access the application via laptop or desktop.
- Members must be logged into their personal Google Drive before starting the application.

If you need assistance with the application process, reach out to Tracie Helmbrecht at (614) 398-1201. All Spring 2023 proposals must be submitted by 4:30 p.m. on Records Day, Mar. 29, 2023.

CEA Members can apply by scanning the QR Code above or go to <https://forms.gle/3hWggHnYph4vq5EWA>.

	Examples of Use	Criteria	Amount
General Mini Grant	• Electives/Unified Arts • OT/PT; APE, etc. • Supplemental Supports • Literacy Support	All CEA Members in good standing	Up to \$400 per grant
Early Educator Mini Grant	• Class Posters/Books/Materials • Consumable Materials • Class Library/Manipulatives • Flexible Seating	All CEA Members in good standing in years 1-5 of their career	Up to \$450 per grant
PBIS/SEL Mini Grant	• Journals/Scrapbooking • PBIS/SEL Kits • Sensory Manipulatives • Mindfulness Club	All CEA Members in good standing	Up to \$400 per grant
STEAM/STEM Mini Grant	• Robotics/K’NEX • STEAM/STEM Club Supplies • Fees for Competitions • Team Related Expenses	All CEA Members in good standing	Up to \$600 per grant

Mini Grants Create Higher Student Achievement

The CEA Foundation Mini Grants have been awarded for many different transformative and innovative projects. CEA members have utilized their grant money in many ways. Mischell Woodsen-Levey, teacher at Southwood ES, used her Spring 2022 Mini Grant to create interactive math stations focused on fractions. “I am so grateful for the CEA Mini Grant. It has empowered me to implement an engaging and interactive experience for my students. Every Friday, until the end of the school year, my students engaged in a fun math project. Last Spring, we engaged in a “Fraction Pizza Party.” Students were given a chef’s hat and they had to create their own pizza and divide it into halves, thirds, or fourths. The students had a blast! After students created their pizza box, they engaged in several math centers related to fractions. As a result of this grant, my students were able to meet grade level standards. Ultimately, the combination of engagement and standard-based instruction will lead to higher achievement for all students.”



Prioritize Your Well-Being

Being a teacher is hard. Teachers must learn how to prepare engaging lessons, captivate student attention, analyze data, manage behavior, work well with parents and colleagues, and navigate school bureaucracy, among other responsibilities. The difficulty and attendant stress of a teacher’s job are compounded by a wide variety of systemic challenges faced by teachers: low pay relative to other workers with similar levels of education, low levels of autonomy, anemic support, and harsh scrutiny from the public. These professional challenges can give rise to personal stress, which contributes to an alarming percentage of teachers leaving the profession.

Through Educators Thriving you will learn concrete strategies to help you avoid the five personal pitfalls of the educator experience. Join us for a research-based personal development program to help educators sustain their well-being. There will be six, 90-minute sessions. Teachers who successfully complete the program will earn .9 CEUs and be eligible to receive a \$500 stipend.



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The CEA Master Agreement is set to expire in fewer than 898 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/3JlNaJj>.

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 it’s 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 it’s 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...	Step 2 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 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...	Step 2 Hearing pending.
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.
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...	Step 2 Hearing pending.
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...	Step 2 Hearing pending.
East Linden ES Cheryl M. Jones	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 when the...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove this Letter of Direction of Michelle’s file and she should be allowed to use supplemental materials as described in 2022-...	Grievance filed. Awaiting response.
CCS Administration Betty Hill	Unified Arts Supervisor Betty Hill, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the Master Agreement and...	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 307...	Step 1 Hearing pending.
Eastmoor Acad. HS Alicia Fowler	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Eastmoor Academy HS, Alicia Fowler, 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 return all 190 Corrective Measure...	Step 1 Hearing pending.

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To apply, go to <https://tinyurl.com/EdThriveCCSApp> or scan the QR Code. The deadline is Friday, Mar. 17. Contact ProgramTeam@educatorsthiving.org with questions.



Records Day

The third Records Day of the 2022–2023 school year will be Wednesday, Mar. 29. CEA bargaining unit members may work remotely from home on this day. There will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators on records day. This is your day to spend working in your building 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 the full day. Let’s show everyone how valuable this day is to us by taking full advantage of the time we must 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 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:

Mar. 21	Scaffolding & Supports to Increase ELL Student Achievement (4:30–6:30 p.m. at Hudson)
Mar. 21	New Garden Leader Informational Session (4:30–6:30 p.m., Kunz-Brundige Franklin County Extension Building, 2548 Carmack Rd)
Mar. 27	Using Indoor Tower Garden Growing Systems in the Classroom (4:30–6:30 p.m., Kunz-Brundige Franklin County Extension Building, 2548 Carmack Rd)
Apr. 4	School and Community Resources Fair (4:30-6:30 p.m. at Hudson)

LA Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA Officers and Staff and vote on important issues affecting your Association. Any CEA member is welcome to attend the LA. The next meeting will be held **May 4, 4:30 p.m.** The following is a list of buildings/units that were represented at the Mar. 2, Legislative Assembly:

17th Ave. Service Center, Alpine ES, Arts Impact MS, Avalon ES, Beatty Park ES, Beechcroft HS, Berwick PreK–8, Briggs HS, Broadleigh ES, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Clinton ES, Columbus City Prep. School for Boys, Columbus Gifted Academy, Columbus North International HS, Columbus Online Academy K–8, Columbus Spanish

Immersion, Como ES, Duxberry Park ES, Eakin ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K–6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K–6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard Mastery School PreK–6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K–8, Johnson Park MS, Juvenile Intervention Center, Liberty ES, Lincoln Park K–6, Linden Park ECE, Linden STEM Acad. PreK–6, Livingston K–6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Northgate Intermediate ES, Northland HS, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons PreK–5, Part-Time Intervention Specialists, Psychologists, Ridgeview MS, School Counselors, Shady Lane ES, Sherwood MS, South HS 7–12, South Mifflin STEM Acad PreK–6, Southland, Southwood K–6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling K–8, Stewart ES, Sullivant ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

Special Notes

Transplant Needed: Benita Smith, PAR Consultant, is in need of a kidney donation from a living donor. Anyone interested in being tested for a possible match can find out how to become a donor at <https://bit.ly/3GAGtR8>.

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: **Michelle Cappetta**, Columbus City Prep. School for Girls; **Erin Ottobre**, World Language MS; **Elizabeth Smith**, Beechcroft HS; **Meredith Simon**, Burroughs ES; **Jim-mie Beall**, Lincoln Park ES; **Todd Clayton**, Fairwood ES; **Brenda Crumley-Gorman**, Cassady ES; and **Jaime Martin**, Yorktown 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**. Indicate on the form to whom you are donating the sick days.

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 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. **Fingerprinting must be completed through Webcheck**. A permanent certificate requires fingerprinting every five years. The Human Resources Department, (3700 S. High St.) oversees this process. The **CCS Fingerprint Office is open Monday–Friday, 8 a.m.–4 p.m.** Face-to-face operations are on an appointment-only basis. **To schedule a date and time to complete your fingerprints**, go to <https://bit.ly/3lCxYZ9>. Contact **Leslie Butler**, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us. with questions.

Do you have a child graduating high school and like financial assistance with their college education? **Apply for a CEA and CEA-R Scholarship!** These competitive awards are an opportunity for our **members’ children** to be awarded funds for college tuition. Applications are due by **Friday, Mar. 24, 4 p.m.** Go to <https://bit.ly/3jpgch7> to download the application.