

Columbus City Schools Board of Education and Columbus Education Association Statement Regarding Joint Petition for Amendment of Certification for Building Substitutes

On Apr. 24, representatives of the Columbus City Schools Board of Education and the Columbus Education Association (CEA) filed a Joint Petition for Amendment of Certification with the State Employment Relations Board (SERB) to add Building Substitutes to the CEA bargaining unit.

“Together with the Columbus Education Association, the Board of Education has voluntarily agreed to add building substitutes to the CEA bargaining unit,” said Columbus Board of Education President Jennifer Adair. “We believe in meaningful labor relationships with our union leadership and their represented members. We are excited to provide our vital building substitutes with a collective voice and to work toward a fair agreement to ensure the best outcomes for our students.”

“We are thrilled to officially welcome nearly 300 Building Substitutes to our Union family,” said CEA President John Coneglio. “These dedicated educators came to the School Board with super-majority support for joining CEA and the Board has done the right thing by swiftly recognizing their union. This cooperative recognition process should serve as a model for all employers in our city whose employees seek union representation.”

The District and CEA await SERB action on the joint petition but anticipate negotiations this summer with the goal of having a labor agreement for building substitutes in place before the 2023–2024 school year.



FR Elections Approaching

Faculty representatives (FRs) are normally elected in the spring of odd-numbered years and serve for two years. One FR and one Alternate FR should be elected for every 20 members in a building/unit or fraction thereof. A “unit” is usually a building but could be a



group of teachers in a specific area, i.e., music or art. A properly accomplished FR election should be conducted over a three-week period by the election team; any unit’s CEA member can serve on their election team unless they are running for an FR position. FR elections should be conducted during the month of May. Remember, only CEA members may run or vote for FR. Unit membership rosters will be sent from the CEA office to SFRs and should arrive early in the week of May 1.

For a complete guide on CEA Faculty Representative elections, go to <https://bit.ly/ceaelections23>.

Determining the Senior Faculty Representative in cases where a unit has more than one faculty representative, the Senior Faculty Representative (SrFR) shall be the one with the most continuous service in the position of SrFR within the unit, not as an FR or an alternate. Service in other units does not count. See the CEA Constitution and Bylaws (Bylaw 13-2).

Examples:

- When a unit has two (2) FRs, the current SrFR must finish at least 2nd in the election to continue as SrFR.
- When a unit has three (3) FRs, the current SrFR must finish at least 3rd in the election to continue as SrFR.
- When the SrFR chooses not to run, the new SrFR is the one who receives the most votes. If the SrFR does not complete his or her term, the faculty representatives who are listed on the CEA Faculty Representative Certification Form will move up one position.

If you have questions, contact CEA Elections Chair Brittany Herb Pierce at (440) 225-2631.

Cash for Personal Days

One of the many benefits your Union negotiated for our members in the recent contract is the ability to sell one or two personal days back to the District each year. CEA members will be compensated at 85 percent of the daily rate of the BA minimum salary per day. The daily rate of the BA minimum is obtained by dividing the salary (\$47,424) by 195 (the number of contract days) and multiplying by .85. CEA members would receive approximately \$206 for each personal day sold back to the District. Payment will be made by the date of the 26th pay, which is Aug. 18, 2023, regardless of pay plan.



To participate in the personal leave buy back program, log into ESS at <https://columbus.munisselfservice.com/>. After you log in, click on the document icon in the upper right-hand corner in the blue margin. Once the gray menu opens, scroll all the way down to the bottom and click on the link titled “CEA PERSONAL LEAVE CONVERSION.” You will be taken to a Google form that will allow you to sell one or two personal leave days. Since this is the first time this has been offered to our members, your Union has negotiated the deadline extension from May 1, 2023, to midnight May 12, 2023.

Attend Your Retirement Celebration

CEA is holding the 47th Annual Awards & Retirement Banquet on Friday, May 19. It will be held at the Hilton Columbus at Easton. If you are retiring this year, make sure to watch the *Voice* for timelines so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged a nominal fee. **Please contact CEA at (614) 253-4731 if you would like to attend.**

PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions 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:



May 1 & 2	RE-3 Informational Session 3-4 p.m. or 4:15-5:15 p.m. (Attend ONE 60-min session)
May 9	End the Year on a High Note 4:30-6:30 p.m. at Hudson

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 view the text of each grievance in its entirety, go to <https://bit.ly/3n8e4w2>.

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 support to the grievants in the discipline of their...	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, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a...	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...	Denied at Step 2. Held in abeyance.
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 grievant was issued...	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...	Denied at Step 2. Pending BOG vote to advance to 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 grievant was issued...	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...	Denied at Step 2. Pending BOG vote to advance to 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 class load.	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...	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 not limited to...	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...	Denied at Step 2. Pending BOG vote to advance to arbitration.
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 not limited to...	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...	Denied at Step 2. Pending BOG vote to advance to arbitration.
East Linden ES Cheryl M. Jones	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 received a...	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 teacher's file and she should be allowed to use supplemental materials...	Facts here establish that there is just cause for the issuance of a Letter of Direction. More...
Vulnerable Youth Division Supervisor Felisha Lyons	Vulnerable Youth Division Supervisor Felisha Lyons, acting in her capacity as agent of the BOARD, directed grievant via email to share her Microsoft Outlook calendar with Supervisors, in...	Grievant shall be made whole in every way, including but not limited to the following: The BOARD shall retract the directive to bargaining unit members to share their Microsoft Outlook calendars. The BOARD shall...	Grievance filed at Step 1. Awaiting hearing.
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the grievant to repeated and/or extreme verbal abuse in...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control...	Grievance filed at Step 1. Awaiting hearing.

LA Attendance: Special LA

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 Apr. 20 Special LA:

17th Avenue Service Center, Alpine ES, Arts Impact MS, Avondale ES, Beechcroft HS, Berwick PreK-8, Cassady ES, CEA Office, Cedarwood ES, Clinton ES, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy K-8, Eakin ES, East HS, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Gifted & Talented, Highland ES, Huy ES/A.G. Bell Program, Independence HS, Innis ES, Johnson Park MS, Juvenile Intervention Center, Lincoln Park K-6, Linden Park ECE, Linden-McKinley STEM 7-12, Marion-Franklin HS, Medina MS, Mifflin HS, Northgate Intermediate ES, Northland HS, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons PreK-5, Part-Time Intervention Specialists, PBIS Coordinators, Project Connect, Psychologists, School Counselors, Scottwood ES, Social Workers, South HS 7-12, South Mifflin STEM Acad PreK-6, Southland, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling PreK-8, Student Support Center, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, 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 Capetta**, Columbus City Prep. School for Girls; **Elizabeth Smith**, Beechcroft HS; **Jimmie Beall**, Lincoln Park ES; **Todd Clayborn**, Fairwood ES; **Brenda Crumley-Gorman**, Cassady ES; **Jaime Martin**, Yorktown MS; **Vincent Tubuo**, Columbus North Int'l HS; and **Kristina Gloriosa**, Nurse at Burroughs ES. To donate, enter your name at the top of the **CCS Report of Employee Absence form**. In the "Other" section, select "SL Donation." Just below that, indicate the members' name.

Summer 2023 Fee Waiver: The online application period is open and will close on **May 11, 2023, 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. Go to: <http://bit.ly/2jhWSjd> to complete the online application. 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. Go to <https://www.ccssoh.us/Page/4815> for assistance with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance.

CEA will continue collecting new books for Pre-K students. The Amazon Wishlist will be active until the end of the school year. To make a purchase, go to <https://bit.ly/CEABD2023>. Drop off any remaining books at CEA or contact Teri Mullins at (614) 253-4731.

PBIS Friday Live! Every Friday the District PBIS Coordinators present 15 minutes of **SEL Connections and PBIS Quick Tips**. This is 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>.

CEA Needs Your Personal Contact Info: We need your **personal (non-CCS) email address** and your **cell phone number** so we can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the CEA Voice. If you are not receiving messages from CEA, send an email with your contact information to Kathy Wilkes at wilkesk@ceao.org.

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/>.

Members of CEA: If you are not receiving electronic communications from CEA, email hernb@ceao.org with your name and non-CCS email address.