

Retiring? Attend your  
CEA Awards & Retirement  
Banquet on May 19. Call  
CEA for details.  
We'll see you there!

**John Coneglio**  
President

[www.ceao.org](http://www.ceao.org)

## Five Days of "Thank You"

The entire week of May 8–12, National Teacher Appreciation Week, is sponsored by the National Education Association and the National PTA. Thousands of communities will take time to honor their local educators and acknowledge the contributions they make to our lives. CEA recognizes the crucial role teachers play in making sure every child receives a quality public education and hopes administrators will take the time to convey to parents and the community the hard work educators do each day to make public schools great for every child. Even teachers appreciate the teachers who helped shape their lives.



We are saying 'thank you' this week, and throughout the year, to the extraordinary educators who have worked tirelessly with students and families to keep things moving forward, despite such an unpredictable year. Through all the challenges we've faced this year, educators and families have stuck together to show students a bright path forward. This Teacher Appreciation Week, communities across the country will come together to appreciate educators and the lengths they go to ensure every student, no matter who they are or where they live, has the tools to learn, grow, and thrive.

This year, we're joining together to tell teachers that we will listen to them, we will stand with them, and together we will take action so that every student has a teacher who feels respected and supported. Go to <https://www.nea.org/TAW#> to pledge your support.

## National School Nurse Day

National School Nurse Day has been set aside to recognize school nurses since 1972 and to foster a better understanding of the role of school nurses in the educational setting. It is celebrated on the Wednesday within National Nurse Week.



School Nurse Day is a way to recognize the contributions to student health and learning that school nurses make everyday. School Nurses assist our students with being able to fully access their education because of interventions and actions performed every day. This year we celebrate National School Nurse Day on May 10.

A typical school nurse's schedule can encompass health care screenings, hearing, and vision testing, dealing with home accidents, diseases such as diabetes and asthma, student obesity, special needs like tube-feeding, preventing the spread of disease through blood exposure, and the fallout from mental, emotional, and social problems including arranging for disadvantaged students to receive breakfast and clothing and even helping students cope who are homeless or whose parents are incarcerated.

For some students, the school nurse is the only health care professional they ever see. Their work is not confined to the nurse's office—they must also interact with teachers, doctors, child study teams, administrators, school counselors, coaches, parents, police officers, drug and substance abuse professionals, social workers, and other Education Support Professionals. For these, and many other reasons, we celebrate our CEA School Nurses!

## Take the "Our Cities. Our Schools." Survey!

The "Our Cities. Our Schools." listening campaign was born from the recognition that the educators, staff, and community members most impacted by the school district's policies and decisions often do not have a voice at the table. The Columbus Education Justice Coalition is asking every CEA member to complete the conversation survey. This is especially important, considering the recent and ongoing safety issues in our district.

No matter where you live, work, or study in the district, everyone should have the opportunity to be heard and their hopes and challenges addressed. It's about putting the power back into the people's hands. This survey should be completed by Monday, May 30, by 11:59 p.m. Go to:

<https://tinyurl.com/IndySurveyOurCityOurSchools>

## Appealing Your Evaluation

Joint Evaluation Panel has approved an appeals process for staff who wish to appeal their evaluation. Staff must meet one of the following criteria:

- Educators that have an overall Final Summative Rating of "Ineffective."
- Two evaluators and the overall rating is questionable.
- The evaluation contains a procedural error.

The **Evaluation Appeal Form** will be available on the ILEAD website at <https://www.ccssoh.us/Page/11470>, under district forms, beginning May 10. To file an appeal, submit the completed form along with appropriate documentation to Teri Mullins at CEA by Friday, May 19, 2023, 4:30 p.m. The Joint Evaluation Panel will meet to review appeal requests the week of June 5.

## Faculty Representative (FR) Elections

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.

**Only CEA members may run or vote for FR.** Unit membership rosters will be sent from the CEA office to Senior Faculty Reps (SrFRs) and should arrive early in the week of May 1.

Determining the SrFR in cases where a unit has more than one faculty representative, the 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.

For a complete guide on CEA Faculty Representative elections, go to <https://bit.ly/ceaelections23>. If you have questions, contact CEA Elections Chair Brittany Herb Pierce at (440) 225-2631.

## 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/3Lx0YjY>.

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 griev...	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 REPRI...	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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	Arbitration requested, pending arbitrator selection and hearing dates.
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 ...	At the Step 1 meeting on April 28, 2023, Grievant stated she was yelled at and also cited statements...
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...	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall be made whole with interest for all lost wages and/or benefits. The Board shall immediately remove all...	Pursuant to Article 404.02(E) of the CEA-CCS Master Agreement, the attached grievance is being...
Livingston ES Sherra Cook	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Livingston ES, Sherra Cook, failed to provide appropriate administrative support to...	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...	Grievance filed at Step 1. Awaiting hearing.

## 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.

## PAR/CEU Class

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.

May 9 **End the Year on a High Note** (4:30-6:30 p.m. at Hudson)

## 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>.

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

**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; **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.

**Fall 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.csoh.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](mailto:feewaivers@columbus.k12.oh.us) if you need assistance.

**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](mailto:jpencek9864@columbus.k12.oh.us) with questions. To participate, go to <https://bit.ly/3Wijqk2>.

**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.eduu.org/join-today/>.

There will be a **Teachers for Better Schools (TBS) general membership meeting on Thursday, May 18**, following the CEA Legislative Assembly at 5:30 p.m. to elect members to the TBS Board of Trustees.