

CEA at the Columbus Pride Parade

Join CEA to support our staff and students of the LGBTQ+ Community by marching in the Columbus Pride Parade! CEA has been marching in the Columbus Pride



Parade longer than the Columbus City Schools has! This year, more than ever, we'd like for you to join your CEA Family in the Columbus Pride Parade on Saturday, June 17. Lineup will begin at 8:30 a.m. and step-off will be at 10:30 a.m. In order to march with us, you must register. Please note: CEA has a limited number of wristbands available, and you MUST have a wristband to march in the parade. If you've already registered with another group, please consider marching with your CEA Family! To register, go to <https://bit.ly/ceaPride23>. More information will be sent out later to those who register about the exact location of CEA in the parade.

Recess? When?

Don't forget to determine your school's recess policy. This must occur following spring break and before the last teacher workday of the year. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day. This vote should take place no later than the second teacher workday of the school year. The *Master Agreement* requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily. A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school's recesses—our students need them. For full information, refer to Section 302.05 of the *CEA Master Agreement*.

Columbus
Education
Association



Master
Agreement
2022-2025

"Students Lead The Way" Survey

Columbus City Schools, as part of its participation in the "Students Lead the Way" Grant from the Martha Holden Jennings Foundation, is collecting perspectives about student agency and related concepts from three central stakeholders: students, educators, and parents. Your Union supports this effort as agency is a basic human condition for all people that needs to be nurtured and supported wherever possible. We strongly encourage ALL Columbus City School certified staff to take the full survey, as this will inform not only our understanding of the local landscape for supporting agency, but it will contribute to a larger understanding of agency across all the school districts participating in this inquiry. The educator survey takes about 17 minutes to complete. Go to:

https://www.surveymonkey.com/r/3-D_Agency_Educators_CCS

Also, we can continue to make a big difference in this effort by ensuring the students in our classes have taken it as well. While ALL certified staff are asked to share their thoughts in

the survey, only secondary students (grades 6–12) are asked to take it. Please encourage their participation, especially since this survey is about learning the landscape (the headwinds and tailwinds) for increasing THEIR agency/autonomy in schools. The administration is supportive of you using class time for these surveys to be completed. Here is the link for the student survey that you can pass on to the kids in class:

https://www.surveymonkey.com/r/3-D_Agency_Students_CCS.

If a student has already taken the survey on their device, the platform won't let them take it again. Consequently, you don't have to worry about a student taking it more than once on their device.

The district will leave the survey window open through May 29, 11:59 p.m. THANK YOU for contributing to this important work.

CEA Delegates at the OEA RA

Your Union thanks the following delegates for their attendance at the Spring 2023 OEA Representative Assembly:

Traci Arway, Bethany Bell, Sandra Bopp, Elizabeth Brown, Kesha Calloway, Courtney Coman, John Coneglio, Ivan Corbin, Rebecca Coyne, Kriston Crombie Stotik, Gerry Curran, Cassandra Daniels, Clarence Daniels, Carla Davis, Joseph Decker, Carol Dixon, Angel Dyer Sanchez, Keith Emerick, Claudia Eschelbach, Victoria Evans, Marty Flood, Jr., Janaya Foster, Regina Fuentes, Thomas Gibson, Ellen Giovinazzo, Jennifer Harvey, Tai Hayden, Phil Hayes, Jacquia Hearn, Tracie Helmbrecht, Megan Hinz, Hal Howard, Jada Jackson, Cindy Jamison, Robin Jeffries, Traci Johnson, Christopher Kopp, Cindy Love, Megan McCahill Van Vleet, Andy Merritt, Jody Minter, Christopher Monteiro, Teri Mullins, Georgia O'Hara, Cynthia Price, J Sanchez, Michael Smith, Cynthia Smithers, India Strother, April Walsh, Christopher Weyand, Merele Wilder, Constance Workman, and Dwayne Zimmerman.

CEA Mini Grant—Changes for Next Year

The CEA Foundation Mini Grant Committee voted to make several changes to the application process beginning with the 2023–2024 school year:

- Moving forward, there will only be ONE application window, and that will be in the Fall. Feedback from recipients as well as committee members has continued to trend towards "too many things happening at once" with Spring Break and state testing in the Spring. The Fall window will keep its schedule of opening the application window late September/early October with the application window closing at 4:30 p.m. on the Quarter 1 Records Day.
- Directions will be edited and revised to make the application process even more transparent. This should also speed up the time between the close of the application window and the implementation process, including receiving funds.
- There is now an email and Google Drive dedicated to Mini Grants. This will keep committee members from having to have CEA Mini Grants mixed in personal emails. This new email is being used with the Spring 2023 recipients and will continue to be used moving forward: CEAMiniGrants@gmail.com.

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The CEA Master Agreement is set to expire in fewer than 828 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 view the text of each grievance in its entirety, go to <https://bit.ly/3ImRZB7>.

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.
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...	Denied at Step 2.
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 grievance...	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 of direction issued on May 1, 2023 from all employee...	Grievance filed at Step 2. Awaiting hearing.

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The committee would like to say "Thank You" to Gerry Curran for his three years of service on the CEA Foundation Mini Grant Committee representing high school. Gerry has been a great asset and was instrumental in getting this committee up and running. We wish you peace and relaxation as you enter retirement Gerry! Thank you for your hard work. You will be missed.

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. The survey deadline is Monday, May 30, 11:59 p.m. Go to <https://tinyurl.com/IndySurveyOurCityOurSchools>.

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. Any unit's CEA member can serve on their election team unless they are running for an FR position. FR elections should be conducted in May. **Only CEA members may run or vote for FR.** Unit membership rosters were sent from the CEA office to Senior Faculty Reps (SrFRs) in early May.

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). Refer to the following 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.

Go to <https://bit.ly/ceaelections23> for a guide on CEA FR elections. If you have questions, contact CEA Elections Chair Brit-tany Herb Pierce at (440) 225-2631.

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; **Jimmie Beall**, Lincoln Park ES; **Todd Clayborn**, Fairwood ES; **Brenda Crumley-Gorman**, Cassady ES; **Jaime Martin**, Yorktown MS; and **Vincent Tubuo**, Columbus North Int'l HS. 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.

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/3Wiqk2>.

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/>.

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

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@ceaohio.org.