

Dear Union Family,

What a school year this has been! We began on strike fighting for the schools #ColumbusStudentsDeserve. You showed all of Columbus what solidarity looks like and because of the strike we won language that is beneficial for both teachers and students. However, this year has not been easy. You have endured more than your fair share of challenges. Unruly students, violence in our schools, violence in our students' neighborhoods, a lack of substitute teachers, vacant positions, and waves of folks visiting classrooms seemed overwhelming at times. We said goodbye to one Superintendent, and we now welcome a new Superintendent, Dr. Chapman. CEA has grown in membership as we welcome permanent building substitutes to our Association.

Nevertheless, with all the stress and uncertainty, you showed up and gave it your best. Your courage, passion, and unwavering commitment to students is astounding. This summer, please take time to rest and recharge. I know I am looking forward to taking some time off. The CEA office will be open, and we will continue to advocate for you. Once again, thank you. It is truly an honor to be part of such a wonderful union family.

In solidarity,

John Coneglio
John

Member of the Year

In the May 19, 2023, Special Edition of *The CEA Voice*, your Union inadvertently omitted the name of David McDuffie (Beechcroft HS). We apologize for this oversight.

Next Year 53 Weeks and 27 Pays

Due to this year being a 53-week year, there would have been a three-week pay gap from the final pay in August until the first pay in September. Your Union has negotiated an MOU with the District to include a 27th pay day. September is a three-pay month; in that month the third pay will be reduced by half. March is also a three-pay month; the second pay of March 2024 will be reduced by half. On each of those pay days, deductions will also be reduced by half. If you have questions, please call the CEA Office at (614) 253-4731. To download the MOU, go to <https://bit.ly/3OUJr91>.

OEA Member Lobby Day

At the in-person lobby day, members will be briefed by OEA staff on current legislative issues and will have an opportunity to meet with state lawmakers and their staff. The interaction of OEA members with elected officials is critical to improving the policies that impact students, educators, and public education. The lobby day briefing will include the Fair School Funding Plan, proposed voucher expansion, other items in House Bill 33 (the state operating budget bill for FY 2024 and 2025), and proposals to address educator recruitment and retention. Join your colleagues at the OEA Headquarters' Presidents Room, located at 225 E. Broad Street at 9:30 a.m. for a short briefing. Go to <https://bit.ly/41YYYYd> to register.

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*.

Thank You for Your Years of Service

The 47th Annual Columbus Education Association's Awards & Retirement Banquet was held Friday, May 19, at the Hilton Columbus at Easton. This year, CEA honored 42 retiring educators, and paid homage to CEA members who have worked tirelessly to benefit our schools, our community and the Association.

This year, the CEA Members who walked the picket line and participated in the strike received the Outstanding Member Award.

CEA Scholarship Recipients: For more than three decades, CEA has honored and supported students with scholarships at the banquet. We congratulate this year's winners and their CEA-Member parents:

Christa McAuliffe Scholarship

Terryn Cole, child of Stephanie Williams, East HS

CEA General Scholarship

Alex Eggleston, child of Tiffany Eggleston, Psychologist

Joan Donley CEA-R Scholarship

Lexi Moses, child of Roxanne Adams, Southwood PreK-6

John E. Grossman Memorial Scholarship

Mariah Richardson, South HS 7-12 Graduating Senior

Rhonda Johnson Scholarship

Zoe Latta, child of Yolanda Jenkins-Latta, Social Worker

David A. Thompson Memorial Scholarship

Paris Lyons, Walnut Ridge HS Graduating Senior

Alex Rijo, West HS Graduating Senior

The following Faculty Representatives (by district) were named Outstanding FRs, nominated by their Governors:

District	Faculty Representative	CEA Unit
1.	Trina Marschall	Indianola Informal
2.	J Sanchez	Northland HS
3.	Michelle Lee	Innis ES
4.	Lisa Brandt	Cols North Int'l HS
5.	Jennifer Harvey	Columbus Online Acad.
6.	Summer Amnah	Highland ES
7.	Teresa Rollins	Cedarwood ES
8.	Julie Myers Wyatt	Olde Orchard ES
9.	Kevin Boehm	Central Enrollment
10.	Tracie Helmbrecht	Southland Ctr

We congratulate our 2023 retirees who, collectively, have devoted more than 1,467 years of service to our students. The following individuals were honored at the banquet:

Anita Allen	Stephanie Lowe
Matthew Bell	Lori Maticcik-Shade
Kally M. Bradshaw	James Noice
Scott Burkholder	Jennifer Nord
Catherine Cincione	Randy R. Osborn
Jerry Comer	Joan Powers
Yolanda K. Connor	Rebecca Rammel
Jocelyn Crumpler	Pamela Reisch
Francis G. Curran	Jamie C. Rhein
Julie Diehl	Richard T. Roth
Loria Dreyer	Mara Saunders
Cynthia Dybik	James B. Schoonover
Maria-Francesca Fleming	Dorie Schriener-Murray
Valerie Folk	Rose Shuler
Scott Hartman	Mary Kay Stabl
Sherry Jackson	Barbara Sullinger
Kathy Fortenberry-James	Beth Taylor
Wilbert R. James	Carla Toles-Anthony
Linda Lee Kennedy	Christy West
Barbara Lafferty	Wendy Wexler-Jonas
Jacqueline Levakis	Sharon Williams



Grievance Update

CEA works 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 grievances we are working to resolve. To view each grievance in its entirety, go to <https://bit.ly/3BZqgmp>.

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 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...	Based on the information presented at the Step 2 Hearing, it is the Hearing Officer's position that...

Save the Date:

Summer of Solidarity Labor Music Festival

Join other union members and your community for free music and kids activities! Food and drink will be available. Sponsored by the Central Ohio Labor Council. The day will run from 1-9 p.m. on Saturday, July 15. We will see you for the festivities at 1036 S. Front St.

Join 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! Go to <https://bit.ly/ceaPride23> to register. More information will be sent out later to those who register about the exact location of CEA in the parade.



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>.

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 in September. The following is a list of buildings/units that were represented at the May 18 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Briggs HS, CAHS, CEA Office, Cedarwood ES, Centennial HS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy K-8, Devonshire ES, Eakin ES, East Columbus ES, East HS, East Linden 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, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Juvenile Intervention Center, Lincoln Park K-6, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Northgate Intermediate ES, Northland HS, Oakmont ES, OT/PT, Parkmoor ES, Parsons PreK-5, Part-Time Intervention Specialists, Psychologists, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Emotional Learning Practitioners, South Mifflin STEM Acad PreK-6, Southland, Speech & Language, Starling PreK-8, Stewart ES, Student Support Center, Valley Forge 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, Windsor STEM Acad. PreK-6, 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; **Jimmie Beall**, Lincoln Park ES; **Todd Clayborn**, Fairwood ES; **Brenda Crumley-Gorman**, Cassidy 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.

Gerry Curran is Retiring! Gerry's party will be held at Castle Curran (**1820 Tucker Trail, Lewis Center, OH**) on **Saturday, June 10**, starting at **4 p.m.** Join Gerry for stories, music, food, and irreverence. RSVP to anniecurran@yahoo.com or (614) 519-8033. No gifts please.

