



Critical Meetings: Preparing for Any Negotiations Outcome

This week, your SFR and MAT member(s) will be scheduling critical ten-minute meetings regarding preparations for any outcome of negotiations this summer. Your bargaining team and CEA leadership want to make sure that you are prepared individually, and as a building, for the next steps in our process whether we are able to reach a comprehensive conceptual agreement for member ratification this summer or not. These meetings will include a checklist for each member to assist you with preparations. Please plan to take ten minutes of your time and attend this meeting.

Additionally, CEA has announced an all-member mass meeting to take place at the State Fairgrounds (717 E. 17th Ave.) on May 31. Registration will begin at 4:30 p.m. with the meeting beginning at 6 p.m. The purpose of this meeting is to provide CEA members with a comprehensive update on the status of negotiations as well as an overview of the bargaining process. We know that after your ten minute meeting you will have many questions and we hope to address as many as possible at the mass meeting. Make sure you save the date to attend!

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 every day. 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 11.

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 other professionals such as 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 those, and many other reasons, we celebrate our CEA School Nurses!

CEA/CCS ESSER Macro Grants

ESSER Macro Grants are available to all CCS educators for the 2022–23 school year. Your Union negotiated the MOU that created the Joint CEA/CCS Committee that designed these grants. ESSER Macro Grants are designed to support accelerated student learning impacted by the COVID-19 Pandemic by implementing instructional strategies and programs on a holistic level. The goal is to expand overall services, programs and strategies that were interrupted or are now needed due to the Pandemic.

Macro Grants applications will be accepted from May 9–27, 2022. Teachers may choose from one of the following district priorities: Instructional Resources, Professional Development, SEL, and Technology/Equipment.

Grant proposals are expected to align to the school's One Plan (formally School Improvement Plan), the CCS Strategic Plan—specifically the Board Goals and Guardrails as well as the Portrait of a Graduate. All applicants will be notified once a determination has been made about the submitted proposal.

To complete the application, you must use your CCS email; go to <https://bit.ly/3FhgTzi> or scan the QR Code. A FAQ can be accessed by going to <https://bit.ly/3w3XNIT>.



Awards & Retirement Banquet is Back!

The 46th Annual CEA Awards & Retirement Banquet is quickly approaching on Friday, May 20, at the Hilton Columbus at Easton. Social hour begins at 6 p.m., with the dinner at 7 p.m. **Retirees** and **Senior Faculty Representatives** are invited to attend this event at no cost. Additional tickets are \$35 per person or a table of eight for \$280. **RSVP by Friday, May 13.** If you are retiring and have not received information, call Kathy Wilkes at (614) 253-4731 or email her at wilkesk@ceaohio.org.



CEA Education Justice Organizer Position Open

The Columbus Education Association (CEA) is seeking qualified candidates for a one-year, grant-funded Education Justice Organizer position. The continuation of the position beyond one year is contingent on continued funding.

The Education Justice Organizer will assist the Association in the achievement of goals through engagement with members, community partners, and other education stakeholders.

Qualifications:

- Current member of the CEA bargaining unit with a minimum of five years teaching experience in Columbus City Schools
- Demonstrated competency in the following key areas: organizing, training, political action, community partnerships, member advocacy

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 105 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/3LGq0vY>***.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
Whetstone HS Janet Routzong	Principal Janet Routzong and/or other Administrators at Whetstone High School acting in their capacity as agents of...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: The BOARD shall cease and desist from violating...	The CEA Board of Governors voted to advance this grievance...
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the...	The grievants shall be made whole in every way, including but not limited to the following: The Board shall immediately follow the proper procedure for classroom...	The CEA Board of Governors voted to advance this grievance...
CCS Administration	On or about October 5, 2021 and ongoing, the Board of Education of Columbus City Schools and/or it’s agents...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the Waterford Mem...	The CEA Board of Governors voted to advance this grievance...
CCS Administration	The Columbus City Schools Board of Education and/or it’s agents violated, misinterpreted, or misapplied provisions of the 2019-2022 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 written reprimand issued on or about January 11, 2022 from all employee personnel records, other than...	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 2019-2022 CEA/CCS Master Agreement when it was...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately return the \$614 that was removed from his classroom and personal lock boxes on or around August 16, 2021 and remove...	Step 1 hearing held. Requested relief denied.
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...	Step 2 hearing held. Awaiting response.
Starling PK-8 Joan Bucy	The Board and/or it’s agents misinterpreted, misapplied, and/or violated sections of the CEA-CCS 2019-2022 Master Agreement including but not limited to Article 404.02...	Grievant shall be made whole in every way, including but not limited to the following: The Board and/or it’s agents shall comply with Article 404.02 of the Master Agreement. The written reprimand issued to grievant by the Board on...	Step 2 hearing held. Awaiting response.
CCS Administration	On or about March 15, 2022 and ongoing, the Board of Education of Columbus City Schools and/or it’s agents violated, misinterpreted, and/or misapplied provisions...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the agreement with Graduation Alliance, Inc. The Board of Education shall remit...	Held in abeyance pending outcome of Waterford Arbitration.
CCS Administration	On or about April 5, 2022 and ongoing, the Board of Education of Columbus City Schools and/or it’s agents violated, misinterpreted, and/or misapplied provisions...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the agreement with Graduation Alliance, Inc. The Board of Education shall remit...	Held in abeyance pending outcome of Waterford Arbitration.

Continued from Page 1

- Knowledge of the *CEA Master Agreement*
- Experience working with non-District community organizations, youth advocacy organizations, non-profit organizations, parent groups, or other education stakeholders
- Excellent problem-solving and interpersonal skills
- Excellent oral and written communication skills
- The ability to interact effectively with local leadership and Association members
- The ability to work collaboratively with community partners and District administration
- The ability to develop presentations, produce materials and reports
- The ability to effectively use Microsoft Office and Outlook
- Demonstrated ability to pursue projects with energy, drive, and perseverance
- Willingness to attend ongoing professional development and trainings
- Flexibility to work evenings and weekends as needed to achieve the goals of the CEA
- Availability to work in the summer
- A valid driver’s license and vehicle are required.

Responsibilities:

- Build and maintain relationships with education advocacy groups and community stakeholders
- Work collaboratively to maintain and support a local Education Justice Coalition
- Work internally and externally to build support for, design, and implement District Community Learning Centers
- Work collaboratively to develop and implement training for CEA members and stakeholders regarding Community Learning Centers
- Organize political action programs and activities
- Provide assistance in crisis situations
- Organize CEA activities and events
- Attend CEA Legislative Assemblies, Board of Governors, and District Meetings
- Represent CEA at community events
- Plan community outreach activities
- Write articles for the *CEA Voice*
- Update CEA website and/or social media
- Compose and send electronic communications
- Perform other duties as assigned by the CEA President

Salary is commensurate with the current teaching salary as outlined in the *CEA Master Agreement* with additional compensation for summer work.

To apply, hand deliver or U.S. mail a cover letter expressing your interest, a current résumé highlighting your experience as it relates to the job and a 600-word *Voice* article on a current community issue impacting the CEA membership by 4:30 p.m., Friday, May 13, to: **Phil Hayes, CEA Vice President, 929 East Broad Street Columbus, OH 43205.**

Candidates chosen to participate in the selective interview process will be notified following the submission of their materials.

Appealing Your Evaluation

The 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.ccsob.us/Page/10968>**, under district forms, beginning May 10. To file an appeal, submit the completed form along with appropriate documentation to Teri Mullins at CEA by 4:30 p.m. on Friday, May 20, 2022. The Joint Evaluation Panel will meet to review appeal requests the week of June 6.

CCS Summer School Application Now Open

The CCS Summer Experience Program (Summer School) application is now open and will remain open throughout the summer as hiring is finalized. Thanks to an MOU that was negotiated by your Union and the administration, this year, for the first-time ever, Part-Time Hourly Special Education Intervention Specialists, Latchkey Teachers, and Part-Time Hourly CEA bargaining unit members are now eligible to apply for the 2022 Summer School. All selected CEA bargaining unit members will receive a contract via school mail that must be returned in order to be placed in a summer position. Go to **<https://bit.ly/SS2022CCS>** to apply. Contact extendedlearning@columbus.k12.oh.us if you have questions.

Special Notes

- ☐ **Make a Donation to the Catastrophic Sick Leave Bank:** The following member have been approved for Catastrophic Leave and are in need of donated days: **Melissa Whitehair**, Olde Orchard ES. 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**. Sign the form and indicate to whom you are making the donation. Your administrators signature is not required on the donation form.
- ☐ **Fall 2022 Fee Waiver:** The **online application period is open until May 10, 2022, 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. You will be sent a confirmation email once your application is submitted. Instructions to complete the online application can be found at ***<http://bit.ly/2jbWSjd>***. 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.ccsob.us/Page/4815>*** for frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines. Contact **Sara Lowery** at slowery@columbus.k12.oh.us with questions.