

**Express Script Changes Effective Jan. 1, 2023**

Kroger Pharmacy has notified Express Scripts (CCS's Rx Provider) that they no longer wish to be part of the Express Scripts Network of Pharmacies beginning Jan. 1, 2023. This means that if you get a prescription filled at a Kroger Pharmacy after Jan. 1, 2023, then you will be charged 50 percent of the full price for the prescription—not the co-pay associated with your CCS Medical Plan. (You may also have to pay the full price of the prescription up front and submit the claim to UHC so you can be reimbursed 50 percent.)

In order for you to get the highest quality prescriptions at the lowest prices, you should have your prescriptions filled at a Network Pharmacy. You can find a participating pharmacy by going to <https://bit.ly/3X4tSwT> on the Express Scripts website. If you have not already registered for the Express Scripts site, you will need to do so before you can use the pharmacy locator. For instructions on how to register for Express Scripts and instructions on how to download the Express Scripts App on your phone, go to <http://bit.ly/3g3EU55>. You can also call ESI customer service at 1-866-533-7005 to get assistance in finding a Network Pharmacy.

Many large pharmacies are part of the Express Scripts network including (but not limited to) CVS, Walgreens, Walmart, Sam's Club, Costco, Giant Eagle, and Meijer.

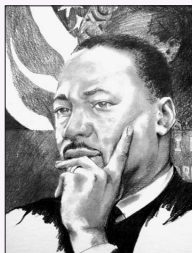
We want this transition to be as smooth as possible for those who have been using the Kroger Pharmacy. Email the Benefits Team at [benefitquestions@columbus.k12.oh.us](mailto:benefitquestions@columbus.k12.oh.us) if you have any issues or questions, or call them at (614) 365-6475.

**The votes are in!**

Your Union would like to offer congratulations to our endorsed winners: Representative to Congress **Joyce Beatty**; State Representatives **Dontaviaus Jarrells**, **Latyna Humphrey**, **Mary Lightbody**, **Adam C. Miller**, **Allison Russo**, **Beth Liston**, and **Anita Somani**; State Senators **Hearcel Craig** and **Bill DeMora**; County Commissioner **Erica Crawley**; County Auditor **Michael Stinziano**; 10th District Court of Appeals **Kristin Boggs**, **Julia Dorrian**, **Carly Edelstein**, and **David Leland**; Franklin County Court of Common Pleas General Division Judges **Kim Cocroft**, **Sheryl Munson**, **Mark Serrott**, and **Bill Sperlazza**; and Franklin County Court of Common Pleas Domestic Division Judges **Kim Browne** and **Douglas Nobles**. Additionally, all fourteen of the local issues endorsed by CEA were passed on Election Day: **Bond/Levy Issues #4 New Albany**, **Pickerington (Local)**, **#5 Upper Arlington**, **#6 and #7 Worthington**, **#10 Senior Services Renewal**, **#14, 15, 16, 17, 18 City of Columbus Bond Issues** and **#19 City of Columbus Charter Amendment (Initiative)**, **#20 City of Columbus Charter Amendment (Civil Service)** and **#21 City of Columbus Charter Amendment (City Modernization)**.

**MLK Dinner & Annual Awards**

The 42nd Annual Dr. Martin Luther King, Jr. Awards Dinner will be held on Thursday, Jan. 12, 2023, in the Short North Ballroom at the Columbus Convention Center (400 N. High St.). This long-running event features two awards, and the CEA Minority Involvement Program (MIP) has opened the nomination period from now until Friday, Dec. 2.



**Dr. Martin Luther King, Jr. Humanitarian Award**

The Dr. Martin Luther King, Jr. Humanitarian Award is

the oldest award of its kind in Central Ohio. This is the 42nd Anniversary of this award being presented on behalf of the teachers of Columbus City Schools. Our teachers are proud to commemorate Dr. King's life and to salute annually someone who has worked to keep his dream alive.

The CEA Board of Governors has established the Dr. Martin Luther King, Jr. Award for distinguished service in the areas of community service, education, or human and civil rights which has been rendered at the local, state or national level. Any individual may be nominated for this award except current employees of Columbus City Schools. There shall be no time limit placed upon the period within which specific achievements have been accomplished. To download a nomination form, go to <http://bit.ly/3TEswWR>. Nominations for this award will be accepted until 4:30 p.m. on Friday, Dec. 2.

**The Helen Jenkins Davis Award**

The Helen Jenkins Davis Award is named in honor of the first Black teacher hired by the Columbus City Schools. The award will be presented at the Annual King Awards Dinner to a Columbus teacher who has worked to promote social justice, diversity and human and civil rights. Helen Jenkins Davis was the first African-American educator hired by the Columbus City Schools District (1918). Helen Jenkins Davis, the daughter of a freed slave from Kentucky, resisted discrimination many times and served to promote human rights and equality until her death in 1987 at the age of 92.



The MIP Committee of the Columbus Education Association has established an award to honor one of our own members who has promoted social justice and diversity through teaching and service in Columbus City Schools or the Columbus community. Any member of the Columbus Education Association bargaining unit is eligible for this award. To download a nomination form, go to <http://bit.ly/3GiE66M>. Nominations for this award will be accepted until 4:30 p.m. on Friday, Dec. 2.

CEA's 42nd Annual Dr. Martin Luther King, Jr. Awards Dinner keynote speaker will be Ben Crump. Attorney Ben Crump is referred to as Black America's Attorney General. Through a steadfast dedication to justice and service, renowned civil rights and personal injury attorney Benjamin Crump has established himself as one of the nation's foremost lawyers and advocates for social justice.



**Ben Crump**

The 42nd Awards Dinner is Thursday, Jan. 12, 2023, in the Short North Ballroom at the Columbus Convention Center (400 N. High St.). Get your tickets now, the annual dinner is always well attended and we expect the dinner to sell out quickly. Tickets are \$40 per person, or \$320 for a table of eight. Call CEA for yours.

**Grants for New Teachers**

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients.

*Continued on Page 2*

**The CEA Master Agreement is set to expire in fewer than 1,010 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/3tydHKT>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the Board/Administration directed principals to reassign...	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 reassignment of students from elementary bargaining unit members without a...	The CEA Board of Governors voted to advance this grievance to arbitration.
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 grievants ...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement by uni...	Grievants shall be made whole in every way, including but not limited to the following: Professional Learning and Licensure Teacher on Special Assignment (TOSA) positions will be immediately restored to the CEA bargaining unit. The Board shall...	Arbitration hearing held Nov. 9, 2022. Awaiting Arbitrator's decision.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement by...	Grievants shall be made whole in every way, including but not limited to the following: Project Connect positions will be immediately restored to the CEA bargaining unit. Grievants shall be made whole, with interest for any loss of pay and benefits...	Arbitration hearing held Nov. 7, 2022. Awaiting Arbitrator's decision.
CCS Administration	As of the date of filing of this grievance, June 27, 2022, CEA bargaining unit Members with the job title of "Tutor" as defined by Article 1001, have not received individual contracts...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members with the job title of "Tutor" as defined in Article 1001 of the Master Agreement who were em...	Step 2 hearing held. Awaiting decision.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration failed to pay bargaining unit members their perfect attendance stipend...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members who are to be paid the perfect attendance stipend shall receive their stipend prior to the first teach...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement...	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 September 16, 2022 from all employee personnel...	Step 2 Hearing Held, District Response Pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	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 from all...	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect...
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	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 records, other than...	Step 1 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agree...	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 records, other than...	Denied at Step 2.
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...	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 other...	Step 1 hearing pending.
East Columbus ES Jamie Spreen	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of East Columbus ES, Jamie Spreen, failed to provide appropriate...	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...	Step 1 Grievance pending.
Parsons ES Shannon Clemens	Parsons ES Principal Shannon Clemens, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association...	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Letter of Direction (LOD) issued on or about November 4, 2022 from the grievant's personnel...	Step 1 hearing held. Awaiting response.

Continued from Page 1

Interested teachers should go to <https://bit.ly/dsgfirstyear22> to download the application. Grant applications can be emailed to **Emeri Ferguson**, Grant-in-Aid Chairperson at [eschwartfigure@gmail.com](mailto:eschwartfigure@gmail.com) or sent via USPS to 3650 Reed Rd., Columbus, OH 43220. Completed grant applications **must be received by Dec. 16, 2022**. Grant recipients will be notified by Jan. 20, 2023.

## Textbook Selection Committee Nominations

Our *Master Agreement* provides CEA members input into vital classroom decisions. Section 504.01 details the agreed-upon framework for one of these, textbook selection. When it is time to review textbooks in a particular subject area, teachers from those subjects participate. The District will be selecting the following resources for High School Social Studies:

- African-American Studies
- Psychology/Sociology

*Note: Each grouping above represents a separate textbook committee.*

Bargaining unit members may only serve on one committee due to the RFQ process. Here's how the process works:

- CCS posts a notice asking for textbook-adoption committee participants.
- Only teachers from each pertinent subject area and grade level at schools involved elect the nominees.
- Each of the building nominee elections is conducted by its principal and Association Building Council (ABC).
- Nominations should be emailed to CEA President John Coneglio ([coneglio@ceaohio.org](mailto:coneglio@ceaohio.org)) and copied to Brian Morton ([bmorton6466@columbus.k12.oh.us](mailto:bmorton6466@columbus.k12.oh.us)) no later than Friday, Dec. 2, 4:30 p.m.
- Nominations should be on school letterhead signed by both the building Principal and Senior Faculty Representative.
- Nominees go to a joint Association and Board committee for a final vote.

## PAR/CEU Classes

The PAR Program facilitates professional development sessions throughout the school year which are open to all CCS educators. Session topics are relevant to today's educators and are aligned with

areas of the OTES, OSCES, and LSP rubrics. 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:

Dec. 6: **Classroom Management: Troubleshooting**  
(3:30–5:30 or 4:30–6:30 p.m.)

### *NEW: Teacher/Educator Learning Community (TELC)*

In partnership with the New Teacher Center, teachers/educators new to CCS this year have the opportunity to participate in this series. See your PAR CT for more information.

Dec. 13: **Five Lenses for Knowing Students**  
(3:30–5:30 p.m. or 4:30–6:30 p.m.)

**Correction:** The Oct. 14 issue of the *CEA Voice* contained an incorrect amount for the CEA Fall Scholarship of \$1,500. The correct amount is \$2,500. We apologize for the error.

## Special Notes

- Honoring Our Veterans:** We honor America's veterans for their patriotism and love of country. Join CEA in honoring our members who have served in the U.S. Armed Forces. When you see them, tell them how much you appreciate their service and their sacrifices. **Army: Troy Weis** ★
- Make a Donation to the Catastrophic Sick Leave Bank:** The following member has been approved for Catastrophic Leave and is in need of donated days: **Kim Ogilbee, Starling K-8**. 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**. Be sure that you *and* your principal or supervisor sign the form. Indicate on the form to whom you are donating the sick days.
- OEA Educator Appreciation Night • Saturday, Feb. 11: Cleveland Cavaliers vs Chicago Bulls.** Educators will be entered to win giveaways and participate in fan experiences. The National Teacher of the year will be recognized during game. There will be an in-game announcement for all educators in attendance. Look for educator discounted tickets for other games such as: Nov. 18, Dec. 16, Mar. 17, and Mar. 31. Questions, contact **Thyran Nowden** at (216) 219-3433 or [tnowden@cavs.com](mailto:tnowden@cavs.com). Go to <https://cavaliers.group/oea> to purchase tickets.