

**Your Dues Dollars at Work: Mini Grants**



CEA is excited to announce the 2022 Fall Mini Grant recipients. More than \$36,000 has been awarded for a wide array of transformative and high-impact projects that will lead to higher student achievement in all academic areas. Please join us in congratulating the following CEA members:

**Early Career Educator Grant (open to CEA members in years 1-5) up to \$450 awarded per grant**

Elizabeth Birkhoff	Independence HS	Modernize Macbeth
Shelby Brady	Indianola Informal K-8	SEL
Lauren Fleer	Cedarwood ES	A Library of Mirrors and Windows
Quinn Giesige	Linden STEM Acad. PreK-6	Class Library- Graphic Novels for at risk readers
Taylor Hardy	Beatty Park and Trevitt ES	New Instruments
Heather Hobbs	Moler K-6	Listening center & classroom supplies
Jelisa James	Northland HS	Basic Needs
Christina Kokot	Columbus Spanish Imm. Acad.	A Gallery for Change
Allyssa Miller	Dominion MS	Technology Improvement Dominion MS Speech & Language Therapy
Morgan Raney	Huy ES	Expanding language through play-based therapy
Natale Schirripa	Alpine ES	Engaging STEAM Extension Resources for my GT, Talent Development, & Enrichment Scholars

**SEL/PBIS Grant (open to all CEA members) up to \$400 awarded per grant**

Amy Allan	North Linden ES	Safe Spaces For Breaks and Learning
Amanda Arick	Sullivant ES	Social Emotional Learning & Equity Project
Amy Barber	West Mound ES	Youth Yoga Project!
Rebekah Chonjo-Boateng	Parkmoor ES	Flexible Seating
Becky Coyne	Forest Park ES	Mural for Forest Park Elementary
Aimee Crosby	Beatty Park ES	Sensory Needs-a-Palooza
Rachel DeLucia	Binns ES	Flexible Seating for All
Patrick Fath	Indian Springs ES	Flexible Seating Grant
Leslie Felder	Columbus Downtown HS	Love X Respect
Lisa Frank	West Mound ES	PBIS Shopping Cart
Kelly Fritchen	Georgian Heights ES	"A Little Spot of Emotion" Program
Tekiesha Goolsby	Northland HS	PBIS Store
Lori Green	Ohio Avenue ES	STEM Lab supplies
Maria Gross	Lindbergh ES	Mindfulness Club
Alisha Hale	Berwick PreK-8	PBIS Store
Kamilah Hawthorne	East Columbus ES	Let Me Run
Lindsay Haylor	Linden STEM Acad. PreK-6	SEL& Sensory in SPED
Lisa K Johnson	East Columbus ES	Let Me Run
Shelley Justice	West Mound ES	Reinforcing Good Behavior
Katherine Kington	West Mound ES	West Mound Moolah Cart
Wendi Leon	Indian Springs ES	Flexible Seating
Sara Marcel	Salem ES	Regulation Stations
Brittany Marshall	Berwick PreK-8	PAWSitive Prizes
Megan Marshall	Berwick PreK-8	School Social Worker toolkit
Michelle Masters-Belton	Highland ES	Calm Bodies Create Positive Behaviors
Kelsey Pakkala	Eastmoor Acad. HS	COSI Connects
Sejal Parikh	Hubbard Mastery PreK-6	SEL Toolkits and Resources
Melanie Poulson	Ridgeview MS	SEL at Ridgeview Middle
Jennifer Radde	Georgian Heights ES	"A Little Spot of Emotion" Program
Devorah Schlein	Eakin ES	PBIS
Lauren Sferrella	Devonshire ES	Help for Sensory Needs
Hally Shah	Independence HS	Independence Coworking Site
Julie Thomas	Ridgeview MS	SEL at Ridgeview MS
Sara Timms	Devonshire ES/Psych Services	ROX Girls Group - Ruling Our Experiences
Alexa Tonski	Berwick PreK-8	PBIS Coin Store
Jill VanHouten Roth	Highland ES	Multi sensory/social emotional learning
Mary West	Indian Springs ES	Flexible Seating
Amy White	Northland HS	The Leroy Brown Project
Shawna Windle	Columbus Scioto 6-12	PBIS Store
Yan Xun	Columbus North Int'l HS	Mindfulness & Yoga at CNIS

**General Grant (open to all CEA members) up to \$400 awarded per grant**

Kelly Aitken	Columbus Gifted Acad.	Unlock the Love of Learning
Jillian Baker	Northland HS	Basic Needs Closet
Olivia Bennett	Speech Pathology Dept.	Seeds of Learning: Online Executive Functioning Educational Community
Elizabeth Blosser	Marion-Franklin HS	World Central Kitchen to Inspire CCS World Language Students Flex Seating for Self Regulation
Jennifer Brutger	Hilltonia MS	Star Books
Sonja DeGenova	Woodcrest ES	Drum Circle
Carrie Dvorsky	Parsons PreK-5	Mad About Books
Deborah Ferrell	Columbus Gifted Acad.	Dramatic Play Centers
Karin Greathouse	Lindbergh ES	Kinesthetic Learning Kits
Lisa Huffman	OT/PT	Success in Speech!
Katharine Irwin	Valleyview ES	iPad Locking Charging Station
Laura Kay	Moler K-6	Explicit phonic instruction
Susan Marcus	Georgian Heights ES	Polar Express
Kathleen McAfee	Woodcrest ES	Visual Arts
Kimberly Miesse-Hoy	Berwick PreK-8	Sensory Integration
Courtney Neiderhiser	South HS 7-12	Occupational Therapy Sensory Equipment
Remy Orlins	Southland	Bring class work to life!
Mackensie Park	Independence HS	Using Pedometers to enhance math skills
Flo Ray	Trevitt ELS	Growing Literacy
Jocelyn Reedus	Weinland Park ES	West Broad Math Team
Jennifer Riegler	West Broad ES	Pickleball
Sam Scillia	Columbus Gifted Acad.	Hands-on Earth Science
Melissa Scott	Champion MS	We Learn Everywhere!
Carrie Shivers-Mazzei	Binns ES	Lyrics2Learn
Micheolle Smith	Indian Springs ES	Learning Through Play
Rachel Stillwell	Berwick PreK-8	Recognition for Microsoft Office Certification (MOS)
Gary Thomas	Whetstone HS	Take a stand for Music
Andrea Tippery	Medina MS	Butterfly Garden
Heather Young	Clinton ES	

**STEM/STEAM (open to all CEA members) up to \$600 awarded per grant**

Mary Ballard	Valley Forge ES	Secret Stories
Susan Barnhouse	Wedgewood MS	Wedgewood VEX Robotics Team
Keith Emrick	Berwick PreK-8	Berwick Robotics and STEAM Club
Ashley Green	Forest Park ES	STEM at Forest Park
John Harrison	Whetstone HS	Materials Science Lab Extensions
Alicia Hoffmam	Fairwood K-6	Coding Special Education
Tracey Johnson	Berwick PreK-8	Math in Motion Video Library

**Looking for a Job Share?**

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR). To download the job-share packet for the 2023-2024 school year, go to the CCS Intranet or download it at <http://bit.ly/3V196YI>.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <https://bit.ly/JobShare2324> and fill out the online form. Even if you submitted your name last year, complete the

online form again this year. Submit the completed form no later than 11:59 p.m., Monday, Dec. 19. On Tuesday, Dec. 20, a list of potential job-share partners will be emailed to each applicant completing the online form to assist in finding a job-share partner. Each partner's completed job-share packet is due to CCS Human Resources, no later than 5 p.m., Monday, Jan. 30. If you have further questions about job sharing, contact Cindy Love at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

**CEA Fall Election Results**

Your Association would like to thank every member that participated in the recent fall election by running as a candidate or taking part in the democratic process. Congratulations to all the winners. Here are the official election results showing the

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**The CEA Master Agreement is set to expire in fewer than 996 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/3udKS6I>.

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...	Grievance withdrawn pursuant to ratification of the 2022-2025 CEA Master Agreement.
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 its 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: 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 its 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	The Columbus City Schools Board of Education and/or its 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 arbitration.
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 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. To be placed in abeyance pending outcome of Project Connect arbitration.
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 bargaining...	Step 2 Hearing held. Decision 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 Associa...	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 and...	Step 1 hearing held. Awaiting response.

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six delegates and alternates for the Local Delegates to the OEA Representative Assembly, Fall 2022.

### Delegates:

Angel Dyer Sanchez (1,404), Lisa R. Johnson (972), India S. Strother (646), Meg Kelly (639), Jacquia Hearn (630), and Christopher Monteiro (605)

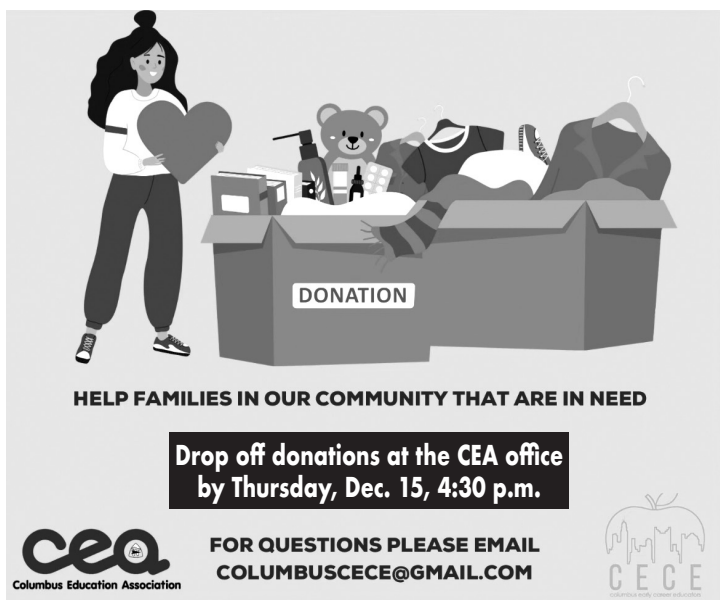
### Alternates:

Janaya Foster (572), Kristen Groom (548), Isabella Petit (544), and Hannah Elhard (395)

## Columbus Early Career Educators: DONATIONS NEEDED

Together we can make a difference. Help donate to those in need. All donations will go to the Ronald McDonald House. Columbus Early Career Educators will be visiting the RMHS on Dec. 16 to take the donations and make meals for families.

Drop off donations at the CEA office by Thursday, Dec. 15, 4:30 p.m.



HELP FAMILIES IN OUR COMMUNITY THAT ARE IN NEED

Drop off donations at the CEA office by Thursday, Dec. 15, 4:30 p.m.



FOR QUESTIONS PLEASE EMAIL COLUMBUSCECE@GMAIL.COM



Please donate only non-perishable and/or unexpired goods or personal care items.

## PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions throughout the school year 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. Upcoming sessions:

**Jan. 10 Strategies for Student Engagement: Differentiation** (4:30-6:30 p.m.)

**Jan. 21 How to Save a Life** (11 a.m.-1 p.m.)

**Jan. 24 Using Data to Guide Instruction** (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.)

**Jan. 17 The Whole Child in Context** (3:30-5:30 p.m. or 4:30-6:30 p.m.)

**Jan. 31 Impact of Perceptions on Students** (3:30-5:30 p.m. or 4:30-6:30 p.m.)

## Special Notes

- 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: **Kim Ogilbee, Starling K-8** and **Michelle Cappetta, Columbus City Prep. School for Girls**. 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.
- 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. 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.
- 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: 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.