



Thank You for Your Pledge

The District's United Way campaign ended recently. If you haven't given your completed pledge form to your SFR, make sure you do so. Remember, by donating to the United Way of Central Ohio, you create positive changes for now and for the future of many Central Ohio families. Your gift helps our families in many ways.



The following individuals won a prize in a drawing recently:

Donation Level: Become a Leadership Club Members \$500+ donation (2)

Prize: \$150 Target® Gift Card

Winner: Mary Anne Baum, Southland (Admin); and Joleata Johnson, Columbus North International HS (Admin)

Donation Level: \$60+ Level & Payroll Deduction (1)

Prize: \$100 Target® Gift Card

Winner: Skye Zuza, Arts Impact MS (OAPSE)

Donation Level: \$250 Level (4)

Prize: \$50 Amazon.com Gift Card

Winners: Susan M. Philips, Lindbergh ES (CEA); Melissa Angione, West Broad ES (CEA); Tonya Shinabarger, Hilltonia MS (CEA); and Paige Carpenter, Sullivant ES (CEA)

Donation Level: \$125 Level (8)

Prize: \$30 Target® Gift Card

Winners: Phyllis A. Davis, Eastmoor Acad. HS (CEA); Karla Case, Sullivant ES (Admin); Anestis J. Kalagidis, Northtowne ES (CEA); and Priscilla Schlaegel, Leawood ES (CEA); Maureen McClary, Olde Orchard ES (CEA); Steven Paletti, Columbus Downtown HS (CEA); Pamela Welsh-Huggins, Centennial HS (CEA) and Edmund Baker, Southland (Admin)

Donation Level: \$60 Level (5)

Prize: \$10 Gas Card

Winners: David Madison, Ft. Hayes CC (CEA); Farrel Golden, Wedgewood MS (CEA); Beth Wagenbrenner, CEC (OAPSE); Mary Pettigrew, Eastgate ES (Admin); and Tina Carpenter, Forest Park ES (CEA)

Super Severance: Good Attendance Pays Off for Retirees

If you want enhanced (or super severance) pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. You will receive pay for 50 percent of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 also means you receive more for your unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted. To estimate the amount of your severance pay, access Employee Self Service and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.



Notifications of retirement are being accepted in electronic format only. To submit your notice of resignation, go to <https://forms.gle/qpv9t4EQAZSnPTy56>. The example below represents a retiring teacher with a yearly salary of \$104,241 (Master's at Step 31) with a daily rate of \$534.57,

410 sick leave days and 30 personal leave days.

You would receive **\$28,064.93 more** when notifying the District of your intent to retire by Feb. 1.

Notification by Feb. 1 * Sick Leave

	Rate	Per Diem	Amount
1st	100 days x 25%	x \$534.57 =	\$13,364.25
2nd	100 days x 30%	x 534.57 =	16,037.10
3rd	100 days x 35%	x 534.57 =	18,709.95
4th	100 days x 40%	x 534.57 =	21,382.80
	10 days x 45%	x 534.57 =	2,405.57

+ Personal Leave

	Rate	Per Diem	Amount
	30 days x 50%	x \$534.57 =	\$8,018.55
Total			\$79,918.22

Notification after Feb. 1 * Sick Leave

	Rate	Per Diem	Amount
	410 days x 20%	x \$534.57 =	43,834.74

+ Personal Leave

	Rate	Per Diem	Amount
	30 days x 50%	x \$534.57 =	\$8,018.55
Total			\$51,853.29

**This example is for illustration purposes only and is not intended for use as an official calculation.*

Want to Get Out of Your Three-Year Commitment?

Your Union knows that, from time-to-time, issues arise at your current assignment, especially during your three-year commitment. Sometimes bargaining unit members experience strong philosophical differences with the program(s) within their current assignment. Other times, they experience health and/or safety issues within their current assignment.

Bargaining unit members that believe their skills would be best utilized in another assignment within the district have the opportunity to request a voluntary staff reduction from Human Resources. Two reasons can be cited to request a voluntary staff reduction: philosophical differences or health and safety concerns. Individuals who are interested in requesting a voluntary staff reduction must submit their request in writing to HR.

Any full-time contract bargaining unit member can request a voluntary staff reduction. You are not required to inform your administrator, or to ask their permission, to seek a voluntary staff reduction. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administrators. Keep in mind that requesting a voluntary staff reduction is just that—a request. Ultimately it is the decision of HR whether or not to grant each bargaining unit member's voluntary staff reduction request.

The deadline for teachers to submit their request for a voluntary staff reduction based on philosophical differences or health and safety is 5 p.m., Friday, Jan. 20. Individuals requesting a voluntary staff reduction must provide specific reasons for making the request. Requests can only be submitted by utilizing a Google Form, located at <https://bit.ly/3FkILDg>. You are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified by HR in late January or early February.

Is Your License Expiring?

If your license from ODE is expiring June 30, 2023, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Mar. 15 to be licensed by ODE for the 2023–2024 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.

In addition to the online application, you will need to

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The CEA Master Agreement is set to expire in fewer than 968 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/3v2gMUh>.

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...	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	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 arbitration.
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. 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 that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken...	Step 1 Grievance pending.
CCS Administration Dr. Luther Johnson, Jr.	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when Region 6 Superintendent Dr. Luther Johnson, Jr. subjected the grievant to direct...	That the grievant be made whole in every way, including, but not limited to: That the administrator apologize in writing to the grievant, that the administrator does not subject the grievant to direct verbal criticism in the future; that...	While the Administrator's comment on November 18, 2022, that the students work...
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...	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 from the member's...	Grievance filed at Step 2. District is holding in abeyance.
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...	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 from the member's...	Grievance filed at Step 2. District is holding in abeyance.

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complete a background check. All fingerprinting must be completed electronically through Webcheck. A permanent certificate still requires fingerprinting every five years. The Human Resources Department, located at 3700 S. High St., oversees this process. The CCS Fingerprint Office is open Monday through Friday, 8 a.m.–4 p.m. It is important to note that face-to-face operations are on an **appointment-only** basis. Go to <https://bit.ly/3lCxYZ9> to schedule a date and time to complete your fingerprints. If you have questions about the date of your last background check, or if you don't plan to renew your license, contact Leslie Butler, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us. Questions concerning CEUs or the license renewal process should be directed to Leslie Butler at license@columbus.k12.oh.us.

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.

- 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.)

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>.

Each partner's completed job-share packet is due to CCS Human Resources, no later than 5 p.m., Friday, Jan. 20. 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.

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, Michelle Cappetta, Columbus City Prep. School for Girls, and Erin Ottobre, World Language MS.** 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.
- CEA Spring 2023 Elections:** The following elected positions will be filled in the 2022–2023 election cycle: **NEA Local Delegates; NEA State-at-Large Delegates*; 2023–24 OEA Delegates, Governors for Districts 1, 4, 5, 6, and 10.** The **declaration period begins on Wednesday, Jan. 4.** Declaration forms will be available for download on the CEA website or may be obtained by contacting Michelle Crouse (crousem@ceaohio.org). **Declaration forms must be received in the CEA office by Friday, Feb. 3, 4:30 p.m. Ballots will be sent to buildings by Feb. 17. The voting window begins Tuesday, Feb. 21, and ends Thursday, Mar. 9.** Members of the Elections Committee will **collect ballots for tally Friday, Mar. 10.** Call Elections Chair Brittany Pierce at (440) 225-2631 with any questions.

*NEA State-at-Large Declaration Forms must be submitted to William Baird at OEA by January 31, 2023.