

## In Fifth Consecutive Arbitration Win, District Ordered to Return Additional Position to CEA Bargaining Unit

Fresh off of a very recent arbitration win in which nine Project Connect positions were restored to Union status, CEA received another Arbitration Decision on Jan. 12, 2023, in which arbitrator James Mancini ordered the District to immediately restore a Professional Learning and Licensure TOSA position to the CEA bargaining unit. When this position became vacant following the transfer of a CEA member after 15 years, Administration unilaterally decided not to fill the position through the Article 211 process, instead creating a brand-new Administrator position to perform the same work. CEA filed a grievance, and an arbitration hearing took place on Nov. 9, 2022.

Arbitrator Mancini wrote in his decision, “this arbitrator has determined that the District violated the parties’ *Master Agreement* when it reclassified duties previously performed by a TOSA bargaining unit member to a newly created non-bargaining unit Professional II position. The action by the District clearly violated the Recognition Clause of the *Master Agreement* under which the TOSA positions have long been recognized as being part of the bargaining unit.” He continued, “Moreover, the District’s unilateral decision to remove the TOSA position from the bargaining unit clearly violated its obligation under the *Master Agreement* to negotiate any such reclassification with the Association.”

CEA has now won five straight arbitration decisions, every single arbitration case that has gone to hearing since the 2019–2022 *Master Agreement* took effect. This unprecedented record of contract enforcement success is a credit not just to CEA leadership and staff, but to every CEA member who has volunteered to enforce the *Master Agreement* as a Faculty Representative and every member who has assisted with grievance investigations and testified during an arbitration hearing. Together, we continue to ensure the language of our hard-won *Master Agreement* is followed.



the 2022–2023 school year. According to Kelly, “Funds were used to purchase yoga mats and a few other supplies for an after-school yoga club. Female identifying scholars in grades three through five were invited to sign up for the free club. The focus was to build positive associations with yoga and self-care as well as build scholars’ SEL skills. We met for our six-week fall session in October and November of 2022. There will also be winter and spring sessions offered in 2023.”

- **Lavonne King**, a teacher at **Moler ES**, used her Spring 2022 CEA Foundation Mini Grant to update her classroom Zones of Regulation. “The CEA Mini Grant helped me to purchase feelings Plushies to complement Zones of Regulation, which I use in my classroom lessons. The grant also helped me to add books to my library to continue incorporating SEL in my lessons. I needed to add more books to my library that included characters that represent our student population,” said Lavonne. The greatest part about this project is that now this year’s students and students for years to come will get to enjoy this updated area while learning self-regulation techniques.

## Take the CEA Staff Survey

Spring is coming, and with it comes the Article 211 selective interview process. Whether you have to interview this spring or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a potential new school than from the CEA members that currently work there? Participants will be able to rate work locations on professional environment, democratic procedures, teacher involvement, and other important areas. Members may provide additional open-ended, anonymous responses on the survey.

The 2022–2023 annual staff survey will be administered online. Additionally, this year’s survey will offer bargaining unit members in citywide departments the opportunity to rate their department as well. An email containing the link to the survey was sent to members’ non-CCS email addresses Friday, Jan. 13, and will close Sunday, Jan. 29, at 11:59 p.m.

If you did not get the email message or if CEA does not have your current non-CCS email address, send it to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org) to participate in the survey. You will be able to access this survey from home or from work. The survey results for each school/building will be published on CEA’s website, so you can make informed decisions during the 211 Process.

## CEA Mini Grants Go Beyond the Classroom

The CEA Foundation Mini Grants are available to supplement the daily instruction of CEA members’ daily instruction. CEA members all too often dig into their own pockets, sometimes to the detriment of their own family needs, to make sure CCS students receive a high quality, relevant and whole-child focused education. These transformative and innovative projects help propel students academically as well as attend to their social and emotional needs. Below are three snapshots of how the CEA Foundation Mini Grant supports the whole child.



- **Julie Thomas**, School Counselor at **Ridgeview MS** noticed a great SEL need after returning from the COVID-19 shut-down. SEL at Ridgeview, “will provide opportunities for students to develop positive ways to self-regulate within the school environment due to increased social and emotional needs. This program will lead to higher achievement for all students involved by enabling them to stay in the classroom and to be more focused on learning once they have been able to successfully self-regulate.” This project is a continuation from last year and the Fall 2022 Mini Grant has enabled Julie to add even more support materials, tools, and resources for Ridgeview students.
- **Kelly Aitken**, a teacher at the **Columbus Gifted Acad.**, used her Mini Grant funds to create a ‘Mindful Warriors Yoga Club.’ This project began last spring and will continue into

## Do You Have Your Continuing Contract?

This year, bargaining unit members submit their Continuing Contract application using Google Forms only. Bargaining unit members will have to be logged into their CCS email account to utilize the online form. To utilize the online application process, go to <http://bit.ly/3vDJU4q>.

You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract Section 401.16, to be eligible to receive a continuing contract, you **must** have the following:

- A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 3, 2023.

At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years or if you previously had a continuing contract in Columbus or another Ohio district, you must have completed two successful years of Columbus experience. Under the new licensing standards, you must also meet the following coursework requirement:

- If you hold a master’s degree at the time of initially receiving a teacher’s certificate/license, six (6) semester hours

Continued on Page 2

**The CEA Master Agreement is set to expire in fewer than 947 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/3D1DD6y>.

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 or...	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 when...	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 employee...	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 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 letter issued on or about October 6, 2022 from all employee personnel records, other than those...	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 grievant's...	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 unit member...	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 adminis...	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...	In response to the Grievance Hearing which took place on Dec. 19, 2022, I need to respond to...
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...	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 service/personnel...	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 but...	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 service/personnel ...	Grievance filed at Step 2. District is holding in abeyance.
Linden-McKinley STEM 7-12 Dr. Michael McCrory	Dr. Michael McCrory, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline in violation, misinter...	Grievants shall be made whole in every way, including not limited to the following: 1) The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 208.01. The board...	Step 1 hearing held. Awaiting response.

Continued from Page 1

of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.

- If you do not hold a master's degree at the time of initially receiving a teacher's certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
- If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2023-2024 school year, you must complete the online application and provide original transcripts. Only digital transcripts will be accepted and should be sent to [transcripts@columbus.k12.oh.us](mailto:transcripts@columbus.k12.oh.us). The electronic form and original transcripts must be received no later than Mar. 3, 2023.

Questions regarding this information should be directed to Teacher Certification & Licensure at (614) 365-6680 or [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us). All applicants will receive an electronic confirmation. Applicants must check their email (spam or clutter folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the Continuing Contract applications will be sent via email by Mar. 31, 2023.

## 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.

In addition to the online application, you will need to 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, 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 background check, CEUs, or licensure renewal, contact **Leslie Butler**, Human Resources, **Teacher Licensure**, at [license@columbus.k12.oh.us](mailto: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 include:

- Jan. 24 **Using Data to Guide Instruction** (4:30-6:30 p.m.)
- Jan. 24 **Art Teacher Collaborative** (4:30-5:30 p.m.)
- Jan. 25 **"All Because They Matter" with Bryan Collier** (4:30-6:30 p.m.)
- Jan. 28 **Man in the Mirror** (Sat., 11 a.m.-1 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. 31 Impact of Perceptions on Students** (3:30-5:30 p.m. or 4:30-6:30 p.m.)

## Special Notes

- ❑ **Transplant Needed: Benita Smith**, a PAR Consultant, is in need of a **kidney donation** from a living donor. Anyone interested in being tested for a possible match for donation can call Michelle Crouse at the CEA office for more information. Go to <https://bit.ly/3GAGtR8> to find out how to become a donor.
- ❑ **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; Erin Ottobre, World Language MS; and Elizabeth Smith, Beechcroft HS.** 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**. 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 is underway.** Declaration forms are available for download on the CEA website or may be obtained by contacting Michelle Crouse ([crousem@ceaohio.org](mailto: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.
- ❑ The **filing deadline** for the **Capital OEA Board of Directors** position is fast approaching. A Capital OEA Board of Directors member will be elected at the Capital Spring RA on Wednesday, Apr. 26. Download the form at <https://bit.ly/3X2yO4X>. The **declaration deadline** is Sunday, **Mar. 12.**

# January

YEARS 0-10 *Social*

## Friday, January 27, 2023

Join us for food and fun!

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**4:45 at Land Grant Brewing Company**  
**424 W. Town St. Columbus, Ohio**  
 Contact [columbuscece@gmail.com](mailto:columbuscece@gmail.com) or  
 Jacquia Hearn  
 614-598-6229  
[jackhearn04@gmail.com](mailto:jackhearn04@gmail.com)

