



## Honoring Black Americans

This month, we remember the contributions of many Americans who were left out of the history books for many decades. It is our opportunity to share the accomplishments of American heroes and to emphasize that American history isn't the purview of any one group of people.



Black History Month began in 1926 when historian Carter G. Woodson urged fraternity brothers of Omega Psi Phi Fraternity, Inc. to help promote a "Negro History Week." Woodson, a Harvard-trained historian, believed that promoting the achievements of Black people would help to combat prejudice and build a sense of pride among his people.

Since 1976, every U.S. President has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating Black history. The theme for 2023 is resistance.

"African Americans have resisted historic and ongoing oppression, in all forms, especially the racial terrorism of lynching, racial pogroms, and police killings since our arrival upon these shores. These efforts have been to advocate for a dignified self-determined life in a just democratic society in the United States and beyond the United States political jurisdiction. The 1950s and 1970s in the United States was defined by actions such as sit-ins, boycotts, walk outs, strikes by Black people and white allies in the fight for justice against discrimination in all sectors of society from employment to education to housing. Black people have had to consistently push the United States to live up to its ideals of freedom, liberty, and justice for all."

As societal and political forces escalate to limit access to and exercise of the ballot, eliminate the teaching of Black history, and work to push us back into the 1890s, we can only rely on our capacity to resist. The enactment of HR 40, the John Lewis Voting Rights Act, the Breathe Act, and the closure of the racial wealth gap is not the end. They too will require us to mobilize our resources, human and material, and fight for "freedom, justice, and equality;" "self-determination," and/or "social transformation."

This is a call to everyone to study the history of Black Americans' responses to establish safe spaces, where Black life can be sustained, fortified, and respected. For classroom resources about this subject, go to <https://asah.org/black-history-themes/>.

## UNCF Helps Columbus Students

On Thursday, Feb. 2, your CEA FRs will meet at Downtown HS for the February CEA Legislative Assembly and the kickoff of the UNCF Campaign. UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar we raise is designated for scholarships for Columbus City School students. Please be generous in your giving. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation.



This drive is very important, as we prepare our students for jobs in the global community. More than 60 percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come.

## CEA Book Drive

CEA has joined hands with the district in this effort through our annual CEA book drive. Last year, we shifted our focus to books appropriate for Pre-K readers and their families. It is no secret that early literacy skills help to build learning success across all subject areas, therefore we will continue to focus on our Pre-K readers for the 2023 campaign. Our campaign kicks off Thursday, Feb. 2 and ends Friday, Mar. 3. Each member of the Columbus Education Association is being asked to donate a brand-new book to the campaign. CEA was able to deliver books to students in 72 of our PreK classrooms. We would love to be able to provide a brand-new book to every Pre-K student in Columbus this year. A suggested book list has been given to your Senior Faculty Representative for your review, you can also check out our Amazon wish list at <https://bit.ly/CEABD2023>.

For every three new Pre-K appropriate books a member donates to the campaign they will be entered in a drawing for VISA® gift cards (4-\$50 prizes). You will receive one entry for every three books donated (entry forms available from your faculty representative). The more books you give; the more chances you have to win. Complete and submit entry forms to Teri Mullins at the CEA office no later than Friday, Mar. 3, 2023. The drawing will be Monday, Mar. 13.

For more information regarding this campaign, contact Teri Mullins at CEA (614 253-4731), or at [tmullins@ceaohio.org](mailto:tmullins@ceaohio.org). Thank you for your support of our Pre-K students. Together we can continue our 16-year legacy of putting books in the hands of our students.

## Letter from the Project Connect Staff

Dear Jeremy, CEA leaders and members,

When we walked out of our first meeting with admin, learning that they planned to change the status of our positions, we were, quite honestly, feeling defeated and divided. We wondered what the union could even do, or if anyone would return our calls. The union's formidable response showed us what unions are for and showed us what we can do together. The union showed up for us with expertise and sustained support. Members came in May, despite summer heat warnings, to support us at a key board meeting. When local radio wanted a representative to speak, the union provided experts to help me prepare and feel confident behind that microphone.

Many of us go about our days without considering the union much, without contemplating its importance. I no longer have those days. I am grateful, each and every day, for the skill and resources of the union that we draw upon to continue to serve our students and communities, especially when the fight to continue would be impossible alone. We were never alone in our fight. For that and more, we are forever grateful.

Thank you for leading us through the arbitration rendering that upholds our grievance. Thank you for gathering support for us when we felt defeated. Thank you for uniting us. Thank you for showing our community what unions can do!

In Solidarity,  
Amy Bradley



## CEA Staff Survey Deadline Extended

The deadline to complete the 2022-2023 annual CEA staff survey has been extended to Sunday, Feb. 5, at 11:59 p.m. 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, Feb. 5, at 11:59 p.m. If you did not

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# 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/3HvXHRk>.

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 its 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 its 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.
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...	In response to the grievance hearing that took place on January 13, the following will be...

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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.

## Reorganization: It's Elementary

This is the time of the year when principals begin to organize their staffs. It's mostly the elementary principals who seem to be confused by this process—every year. The deadline for notification of reorganization is Thursday, Feb. 9. Principals must follow the rules when staff reducing and reorganizing staffs:

- At elementary schools, you must reduce based on certification and seniority from among the current teachers in K-5 or K-6, the volunteer or the least senior teacher.
- Staff-reduced teachers cannot be reorganized into vacancies.
- Principals should provide bargaining unit members written notice of their reorganization. Such written notice should indicate whether or not the grade level teachers are being reorganized is a "self-contained" or "departmentalized" classroom, along with the subject(s) that teacher will be teaching.
- At K-8 schools, reductions are made by category: K-5 and 6-8. Teachers may only be reorganized within the K-5 or 6-8 grade bands and may not cross over.

If you have questions regarding the reorganization and staff-reduction process, read Section 211.03 of the *CEA Master Agreement*; or call CEA at (614) 253-4731.

## 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:



- Feb. 7 **Becoming Trauma Informed** (4:30-6:30 p.m. at Hudson)
- Feb. 15 **Article 211 Info Session** (4:30-6:30 p.m. at Hudson)
- Feb. 21 **The Inclusive Classroom: Everybody is Welcome Here!** (4:30-6:30 p.m. at Hudson)
- Feb. 23 **Data Collaborative for School Counselors** (4:15-5:15 p.m. on Zoom)

## Summer 2023 Fee Waiver

The online application period is open and will close on **Feb. 16, 2023, at 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. The online form will automatically send you a confirmation email once your application is submitted. Go to: <http://bit.ly/2jhWSjd>. Instructions to complete the online application can be found at. 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.ccssoh.us/Page/4815> for assistance with frequently asked questions regarding the process, links to each of the universities, priority status, and documentation guidelines. If you need assistance, call (614) 365-5039 or email [feewaivers@columbus.k12.oh.us](mailto:feewaivers@columbus.k12.oh.us).

## Continuing Contract: Apply Now

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>.

Questions 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 junk 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, 2022.

## 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. To find out how to become a donor, go to <https://bit.ly/3GAGtR8>.
- 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; Elizabeth Smith, Beechcroft HS; and Meredith Simon, Burroughs 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**. 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 Jan. 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.**