

COLUMBUS CITY SCHOOLS *Seventh Annual* RELATIONSHIP WEEK

February 6-10, 2023

Nurturing Healthy Communities

Caring and supportive relationships are critical to the learning, well-being, and success of students. Every day across our Columbus City Schools, we have staff, students, families, and community partners who are dedicated to building positive, inclusive learning environments. We want you to join us in celebrating the **Seventh Annual Columbus City Schools Relationship Week** by taking part in activities each day that reaffirm our compassion, respect, trust, and love for one another by building a community where each person belongs.



START WITH HELLO • February 6

Offering a simple "HELLO" to everyone you see can be the start to making sure everyone feels noticed and valued. More than 100 non-English languages and dialects are spoken by students and families in Columbus City Schools, so take a moment to say "Hello" in a different language. Embrace our cultural differences.



ONE ACT OF KINDNESS • February 7

We want every student and staff member in our district to commit to performing at least one random act of kindness: anything from a small compliment given to a stranger or offering an inspiring gesture that could be life changing. Imagine if everyone in Columbus City Schools took part, generating more than 60,000 total acts of kindness in just one day.



FORGIVENESS • February 8

Being able to apologize is a sign of humility and courage. Be brave and offer an apology for something you may have done unintentionally that offended another person. Find an opportunity to forgive someone. You can repair broken relationships by removing grudges. Ask the simple question, "What can I do to make this right?"



CELEBRATE DIVERSITY • February 9

Celebrate what makes Columbus City Schools beautifully diverse. Our community is inclusive of all beliefs, cultures, ethnicities, identities, languages, personalities and traditions. Share your stories and listen to the stories of others to understand our commonalities and embrace our differences.



NO ONE EATS ALONE • February 10

Lunch is a perfect time to make sure everyone feels included and accepted. Invite someone you don't know to join you at lunch and spend time getting to know each other better. Use the time to check in on each other and ask how the day is going.

#OurCCS #YouBelongCCS

Maya Angelo said, "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Relationship Week is Feb. 6-10; continue to foster and nurture positive relationships with colleagues, students, and families.

National School Counseling Week

The 2023 theme is School Counselors: Helping Students Dream Big. National School Counseling Week is Feb. 6-10, 2023, to focus public attention on the unique contribution of school counselors within U.S. school systems. National School Counseling Week, sponsored by the American School Counselors Association, highlights the tremendous impact school counselors can have in helping students achieve school success and plan for a career.



School counselors are actively engaged in helping students examine their abilities, strengths, interests and talents; for working in a partnership with parents as they encounter the challenges of raising children in today's world; for focusing on positive ways to enhance students' academic, career and social/emotional development; and working with teachers and other educators to provide an educational system where students can realize their potential and set healthy, realistic and optimistic aspirations for themselves. School counselors are certified, experienced educators with a master's degree in school counseling. The combination of their training and experience makes them an integral part of the total educational program.

CEA recognizes the extremely important job our Counselors perform. Please reach out to your School Counselor this week and thank them for a job well done.

Mini Grants Help Students "Break Out" of the Library

Jean Trimble, Librarian at Northland HS, used her Spring 2022 Mini Grant to bring excitement and life back into the library. "Grant funds were used to buy the boxes and locks for four breakout kits. Breakouts are like an escape room. Students are given various clues they need to figure out how to open each lock. Once all the locks are opened, students can open the box to find a surprise inside the box. Breakouts promote and encourage the 4Cs of 21st Century skills: communication, collaboration, critical thinking, and creativity. They are a fun and engaging way to reinforce student learning. Breakouts can be used during Career Connections workshops. The creative, collaborative, and critical thinking skills required for these Breakouts bridge the skills needed in academic and elective courses, making Northland students better prepared for real-world problem solving.



UNCF Helps Columbus Students

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 raised is designated for scholarships for Columbus City School students. 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. Please be generous in your giving.



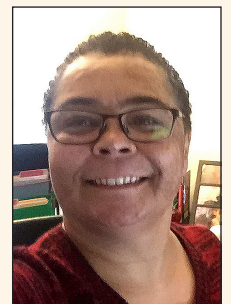
This drive is very important, as we prepare our students for jobs in the global community. More than 60 percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family.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

See your Senior Faculty Representative for information on making a contribution. Thank you.

Bon Voyage, Michelle

Michelle Crouse came to work at the CEA office, as a temporary employee for OEA, at the beginning of the 2016 school year. In that time, she has proven herself to be a valuable project manager and resourceful individual. She has been the first contact for many of our members when they call the office for assistance.

Michelle has made the decision to move on and explore her opportunities. We wish her the best of good fortune and continued success in all things.



Mark Your Calendar

CEA is holding its 47th Annual Awards & Retirement Banquet on Friday, May 19. It will, again, be at the Hilton at Easton. If you are retiring this year, make sure to watch the Voice

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The CEA Master Agreement is set to expire in fewer than 933 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/311GeHF>.

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...	Step 2 Hearing held. Awaiting response.
East Linden ES Cheryl M. Jones	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...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove this Letter of Direction of Michelle's file and she should be allowed to use supplemental materials as described in 2022-...	Grievance filed. Awaiting response.

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for timelines so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged a nominal fee.

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.

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 ended Feb. 3. 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.
- 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. Go to <https://bit.ly/3X2yO4X> to **download the form.** The **declaration deadline** is Sunday, **Mar. 12.**
- 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. Go to <http://bit.ly/3vDJU4q> to utilize the online application process. Questions should be directed to Teacher Certification & Licensure at (614) 365-6680 or license@columbus.k12.oh.us. All applicants will receive an electronic confirmation. Applicants must check their email (spam/junk folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the applications will be sent via email by Mar. 31.
- PBIS Friday Live!** Every Friday the District PBIS Coordinators present 15 minutes of **SEL Connections and PBIS Quick Tips.** These are a great opportunity to connect with other staff, practice self-care, and start your Friday in a positive and calm way. **All staff are welcome.** Join us on **Fridays from 8-8:15 a.m.** Contact **Jacquie Pencek**, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us with questions. To participate, go to <https://bit.ly/3Wijqk2>.
- Education First Credit Union** has an **interest-free classroom supply loan!*** Go to <https://bit.ly/3Hyqi8Q> or call (614) 221-9376 or for more information. (*Some restrictions may apply.)
- Members of CEA:** If you are **not receiving electronic communications** from us, email **Bob Hern** at hernb@ceaohio.org with your name and non-CCS email address.