



CEA Staff Survey Data

Your Association sincerely thanks the more than 2,000 CEA members who took the CEA Staff Survey for the 2022–2023 school year. Each respondent was asked to rate 64 statements on a 5-point Likert scale as follows: Strongly Agree (5), Agree (4), Undecided (3), Disagree (2) and Strongly Disagree (1). The chart below shows each of the district’s nine category averages since the 2012–2013 school year.

Category	2012–2013	2013–2014	2014–2015	2015–2016	2016–2017	2017–2018	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023
Vision Category Average	3.79	3.82	3.75	3.78	3.78	3.75	3.72	3.71	4.05	3.88	3.86
School Climate Average	3.59	3.74	3.72	3.71	3.66	3.62	3.56	3.51	3.78	3.66	3.63
Administrator-Teacher Relationships Average	3.61	3.67	3.62	3.71	3.7	3.71	3.64	3.62	3.91	3.71	3.71
Democratic Process Average	3.48	3.55	3.6	3.63	3.58	3.56	3.48	3.47	3.73	3.51	3.52
Instructional Programs Average	3.67	3.71	3.61	3.65	3.65	3.67	3.62	3.62	3.73	3.62	3.62
Instructional Resources Average	3.2	3.14	3.08	3.27	3.31	3.31	3.27	3.22	3.45	3.35	3.36
Professional Environment Average	3.41	3.48	3.51	3.53	3.54	3.49	3.42	3.41	3.61	3.44	3.46
Student Behavior Average	3.32	3.41	3.41	3.43	3.37	3.36	3.29	3.25	3.54	3.37	3.31
Family and Community Average	3.9	3.92	3.9	3.99	4.01	3.96	3.89	3.93	4.01	3.79	3.92
Building Average	3.55	3.6	3.58	3.63	3.62	3.6	3.54	3.52	3.75	3.59	3.6

Article 211 in Full Swing

The CCS internal staffing and transfer process has begun. Round 1 interviews will close on Tuesday, Feb. 28. Offers for positions for this round should not be made until after 5 p.m. on the final day of interviews. Offers made prior to this are a violation and should be reported to CEA.

Also, please note the following from the Article 211 Manual: “...if an administrator selects a candidate for the position and that candidate was not one of the panel’s recommended candidates, the administrator is required to send written notice of the selection to members of the interview panel and to the CEA President. If the recommended list is prioritized and the administrator does not select the first recommended candidate written notice must be sent.”

Here are some important dates to remember for the remainder of the Article 211 process:

- **Round 2 Postings:** Tuesday, Mar. 7–Wednesday, Mar. 15
- **Round 2 Interviews:** Wednesday, Mar. 15–Monday, Mar. 20
- **Job Fair:** Wednesday, Mar. 22.

Article 211: Alternative Interview Panels

The *Master Agreement* defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 manual, buildings may request an alternately constructed panel. The following schools/units have requested and been approved for an alternate panel:

Beatty Park ES, Broadleigh ES, Cedarwood ES, Champion MS, Clinton ES, Columbus Africentric Early College, Columbus Online Academy K–8, Como ES, Cranbrook ES, Dominion MS, East Linden ES, Fairmoor ES, Fairwood K–6, Forest Park ES, Health, Family & Community Services Department, Higher Education Partnerships Department, Hubbard Mastery School PreK–6, Independence HS, Juvenile Intervention Center, Liberty ES, Linden STEM Acad. PreK–6, Literacy Department, Maize ES, Marion-Franklin HS, Northgate Intermediate ES, Oakland Park ES, OT/PT, Office of Literacy and

Specialized Programming Division of Library Services, Office of Specialized Instruction and Inclusion Transition Coordinator Team, Office of Teaching & Learning Division of Early Childhood, Ohio Ave. ES, Olde Orchard ES, Psychological Services, School Counselors, Scottwood ES, Siebert ES, Shady Lane ES, SELP, South HS 7–12, Southwood ES, Starling PreK–8, Teaching and Learning Department, Valley Forge ES, Unified Arts Department, Watkins ES, Weinland Park ES, and Yorktown MS.

CEA Mini Grants Provide the STEM to Equitable Learning Opportunities

At Northgate Intermediate, there is no confusion about expectations. In fact, 5th grade teacher, **Megan Strasburg**, made sure 5th graders at the school were able to learn coding and robotics from the CCS partnership with VexGo, but that wasn’t enough for her, or her students. “I used my CEA STEM Grant funds to purchase 2 VexGo Competition Field Kits. These kits can be used to further the student involvement in Coding and Robotics. CCS 5th graders currently can learn the basics of Coding and Robotics through a grant and partnership with VexGo. The Competition Kits hone students’ coding and building skills in a friendly, competitive manner.”



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 CCS students. Many of our students do not have the resources to consider higher education. Your donation is

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The CEA Master Agreement is set to expire in fewer than 912 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/3Sqy5Js>.

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.
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.
East Linden ES Cheryl M. Jones	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...	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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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.

To make a donation, go to: <http://give.uncf.org/ccs>.

Got new books? Bring 'em by Mar. 3

The annual CEA Book Drive will run through this Friday. We are asking every member to donate a minimum of two new books appropriate for Pre-K students and their families. Books and entry forms for the VISA gift cards can be dropped off at the CEA office through Friday, Mar. 3, 4:30 p.m. Thank you, in advance, for your donation.



Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like financial assistance with their college education? Apply for a CEA and CEA-R Scholarship. These competitive scholarships are a great opportunity for our members' children to earn money toward college tuition. **Applications are due by Friday, Mar. 24, 4 p.m.** Download the application at <https://bit.ly/3jpgch7> on the CEA Website. The document contains instructions to successfully complete the application.

CEA Awards & Retirement Banquet

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* 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:



Mar. 7	Power Strategies for Student Engagement: Kid Talk (3:30-5:30 p.m. MS/HS; 4:30-6:30 p.m. ES at Hudson)
Mar. 21	Scaffolding & Supports to Increase ELL Student Achievement (4:30-6:30 p.m. at Hudson)

Special Notes

Transplant Needed: Benita Smith, 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 find out how to become a donor at <https://bit.ly/3GAGrR8>.

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; **Meredith Simon**, Burroughs ES; **Jimmie Beall**, Lincoln Park ES; and **Todd Clayton**, Fairwood 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.

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-Friday, 8 a.m.-4 p.m.** It is important to note that face-to-face operations are on an appointment-only basis. To schedule a date and time to complete your fingerprints, go to <https://bit.ly/3ICxYZ9>. If you have questions about background check, CEUs, or licensure renewal, contact **Leslie Butler**, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us.

CEA Spring 2023 Elections: The following elected positions will be filled in the 2022-2023 election cycle: **NEA Local Delegates** and **NEA State-at-Large Delegates**. The **voting window** is now open, 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**.

Apply Now for a 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. 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**.