



## Celebrate School Social Workers

National Social Work Week is Mar. 5–11. Every day the nation's school social workers act as advocates, champions, and leaders who make our society a better place to live. Our school social workers work extremely hard on behalf of our students and our families. With the horrific incidents of gun violence in our schools, school social workers advocate for children who may have been affected by gun violence and other trauma, helping them get mental health and other services they need to get the best education they can.



Social workers are trained to look at situations in a holistic way, bringing people together with others and their communities to find ways to address pressing individual, group, and societal problems such as hunger, affordable housing, equal rights for all, and making organizations and government accountable.

Social workers also follow the National Association of Social Workers' (NASW) Code of Ethics, which calls on members of the profession to enhance human well-being and help meet the basic needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty. It is important for the public to recognize that the need for school social workers to be strong advocates, champions, and leaders is more important than ever.

The theme for National School Social Work Week 2023 is "We Rise." School Social Workers rise up—supporting their students, families, and school communities. School Social Workers rise to share hope. They rise to listen and understand. They rise to challenge inequities. They rise to support all students.

Thank you to our school social workers that work tirelessly to make the lives of our students better.

## What If You Prioritized Your Well-Being? Don't Just Survive. Thrive!

Being a teacher is hard. Teachers must learn how to prepare engaging lessons, captivate student attention, analyze data, manage behavior, work well with parents and colleagues, and navigate school bureaucracy, among other responsibilities. The difficulty and attendant stress of a teacher's job are compounded by a wide variety of systemic challenges faced by teachers: low pay relative to other workers with similar levels of education, low levels of autonomy, anemic support, and harsh scrutiny from the public. These professional challenges can give rise to personal stress, which contributes to an alarming percentage of teachers leaving the profession.



Through Educators Thriving you will learn concrete strategies to help you avoid the five personal pitfalls of the educator experience. Join us for a research-based personal development program to help educators sustain their well-being. There will be six, 90-minute sessions. **Teachers who successfully complete the program will earn .9 CEUs and be eligible to receive a \$500 stipend.**

*What are CCS teachers saying about Educators Thriving?*  
"It was phenomenal! It was engaging and the best part was providing a small group breakout to share and be transparent. The strategies and tools provided were relevant and "doable." Absolutely enjoyed and grateful for each session!"

"It was nice to connect with other teachers from across the district. We are often in positions of loneliness and solitude. We need to be given opportunities to connect with other adults."

"I hope this is offered in CCS again...I have told DOZENS of teacher friends that if it is offered again, they should do it! Thank you!"

"Best program I have ever participated in during my teaching career."

To apply, go to <https://tinyurl.com/EdThriveCCSApp>. The deadline is **Friday, Mar. 17**. Contact [ProgramTeam@educatorsthiving.org](mailto:ProgramTeam@educatorsthiving.org) with questions.



## 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 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>.

## Teachers' Dream Grant

This grant will provide individual grants ranging from \$500 to \$5,000 to Columbus City Schools teachers to assist in improving teaching and learning in CCS. This is an excellent opportunity for interested teachers to acquire resources to support an innovative project to increase student achievement, improve social climate and/or promote social justice. **All applications must be submitted online by on Apr. 21, 2023, 4 p.m.**



This is a district-sponsored grant. Applicants will not need to submit a Grant Endorsement Form to apply but will need their principal's or supervisor's approval.

Note: A CCS email account is required to submit online. Go to <http://www.columbus.k12.oh.us/dreamgrant> to submit your application, and enter your ILead login name and password.

# 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/3Z9PN6p>.

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...	Step 2 Hearing pending.
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...	Step 2 Hearing pending.
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...	Step 2 Hearing pending.
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...	Step 2 Hearing pending.
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.
CCS Administration	Unified Arts Supervisor Betty Hill, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the Master Agreement and...	Grievants shall be made whole in every way, including not limited to the following: The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 307...	Step 1 Hearing pending.
Eastmoor Acad. HS Alicia Fowler	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Eastmoor Academy HS, Alicia Fowler, failed to provide appropriate...	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 return all 190 Corrective Measure...	Step 1 Hearing pending.

## CEA Awards & Retirement Banquet

CEA is holding the 47th Annual Awards & Retirement Banquet on Friday, May 19. It will be held 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. 21	<b>Scaffolding &amp; Supports to Increase ELL Student Achievement</b> (4:30-6:30 p.m. at Hudson)
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## 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/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 Capetta**, Columbus City Prep. School for Girls; **Erin Ottobre**, World Language MS; **Elizabeth Smith**, Beechcroft HS; **Meredith Simon**, Burroughs ES; **Jimmie Beall**, Lincoln Park ES; **Todd Clayton**, Fairwood ES; **Brenda Crumley-Gorman**, Cassady ES; and **Jaime Martin**, Yorktown 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*. Indicate on the form to whom you are donating the sick days.

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**.

The **Professional Leave Fund** for the **2022-2023** school year has **been exhausted**. The earliest date to apply for 2023-2024 is Aug. 1, 2023.

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 an opportunity for our members' children to earn money for college tuition. Applications are due by Friday, Mar. 24, 4 p.m. Download the application at <https://bit.ly/3jpgch7>.

**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](mailto: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**.

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**.

**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 **Friday, Mar. 10**. Call **Elections Chair Brittany Pierce** at (440) 225-2631 with any questions.

**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 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, (3700 S. High St.) oversees this process. The **CCS Fingerprint Office is open Monday-Friday, 8 a.m.-4 p.m.** Note that face-to-face operations are on an appointment-only basis. **To schedule a date/time to complete your fingerprints**, go to <https://bit.ly/3lCxYZ9>. If you have questions about your 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).

**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](mailto:jpencek9864@columbus.k12.oh.us) with questions. go to <https://bit.ly/3Wijqk2> to participate.

**Education First Credit Union** exists solely to serve our member-owners. You'll benefit from fewer and lower fees, lower loan rates, and higher deposit rates. Open your account today! Go to <https://www.educu.org/join-today/>.