

CEA Family,

We have very exciting news to share. Following a card drive across more than 100 schools led by Building Substitutes, CEA Senior Faculty Representatives, and our Member Action Team, we are thrilled to announce that in the span of less than 60 days a super majority of the nearly 300 eligible Building Substitute Substitutes in Columbus City Schools have signed authorization cards indicating their support for Union representation with CEA!



This past Tuesday evening, courageous members of the Building Substitute Organizing Committee addressed the School Board and asked that they voluntarily recognize our new members' choice to join OUR Union.

Together, our Building Substitutes are ready to win respect, clarity, job security, and improved benefits through their new Union.

Organizing Building Substitutes also has many benefits for current CEA members, including:

- Negotiating clarity around the role of Building Substitutes for the benefit of all staff
- Creating a pipeline into the profession and CEA membership to help fill our many vacancies
- Professionalizing the Building Substitute role to create an attractive opportunity for retired CEA members to continue serving our students
- Ensuring that Building Substitutes cannot be forced to cross picket lines in the event of a future CEA strike
- Adding 300 new voices to our fight for the schools
#ColumbusStudentsDeserve

We are proud to join the post-pandemic organizing wave sweeping Columbus, alongside Starbucks baristas, cultural workers at museums and libraries, charter school educators, non-profit employees, and others.

Your Union asks that you and your friends and family take just two minutes to send a pre-formatted email to the District asking them to voluntarily recognize Building Substitutes. This online action can be completed at the link below. The newest members of CEA appreciate your support!

bit.ly/BuildingSubsUnion

In Solidarity,

John Coneglio
CEA President

Why the Ohio Education Association is Supporting Arthur Lard for STRS Board

We believe that ALL educators deserve the ability to retire with financial security.

Strong pensions provide educators with predictable, guaranteed benefits when they retire. In 2023, OEA members can elect an active seat representative to the State Teachers' Retirement System (STRS) Board. That is why OEA continues to advocate for policies and support board members at STRS that have the



Arthur Lard

members' best interests in mind and ensure the system's financial security.

For the active seat on the STRS ballot this year, OEA recommends **Arthur Lard** for re-election. As an OEA member, Arthur Lard knows that retirement security means having a pension system that is stable and well-funded so members can afford to retire comfortably. It also means trusting the system will be there for them for the rest of their lives, but that does not place the total burden on active educators to fund the system. Now that he is rounding out his first term on the Board, Arthur Lard wants to finish what he began as a member of the STRS Board.

Like many teachers, Arthur Lard wanted to be sure that the people making decisions about his retirement money had our best interests at heart. So, he ran for the STRS Board to give teachers a voice. Arthur Lard is now only one of two OEA members on the STRS Board. He has advocated for the best interests of OEA members and educators across the state. He has fought and supported policies that have kept STRS financially secure and has opposed initiatives that would put the pension at risk. He removed the rule against letting teachers retire before they're 60 and secured a three percent cost-of-living increase for retirees. Now our pension and healthcare are more substantial.

Arthur's opponent and his supporters on the STRS Board, keep making empty promises for policies that would put our pension at risk. We must re-elect Arthur Lard to the STRS Board because of his dedication to keeping our pension financially secure long into the future.

Resource Selection Committee Nominations

Our *CEA Master Agreement* provides members input into vital classroom decisions. Section 504.01 details the agreed-upon framework for one of these, textbook selection. When it is time to review textbooks in a particular subject area, teachers from those subjects participate. The District will be selecting a Literacy Intervention Resource for Grades 9–11 that addresses literacy skills in English courses as well as the literacy standards in social studies and science. The resource will be used in College/Career Ready Literacy Courses and for additional Tier 2/Tier 3 literacy instruction for students in grades 9–11 reading/writing below grade level. Bargaining members are needed for the resource committee due to the Request for Proposal (RFQ) process. Here's how the process works:

- CCS posts a notice asking for textbook-adoption committee participants.
- Only teachers from each pertinent subject area and grade level at schools involved elect the nominees.
- Each of the building nominee elections is conducted by its principal and Association Building Council (ABC).
- Nominations should be emailed to CEA President John Coneglio (coneglioj@ceaohio.org), Brian Morton (bmorton6466@columbus.k12.oh.us), and Sonja Dill (sdill@columbus.k12.oh.us) no later than Friday, Apr. 28, 4:30 p.m.
- Nominations should be on school letterhead signed by both the building Principal and Senior Faculty Representative.
- Nominees go to a joint Association and Board committee for a final vote.



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 view the text of each grievance in its entirety, go to <https://bit.ly/410jgR0>.

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...	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. Held in abeyance.
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 held. Decision 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 held. Decision 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...	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 held. Decision 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 held. Decision 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 Betty Hill	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...	The following negotiated settlement agreement is entered into between the Columbus...
Como ES Leania Alli	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal at Como, Leania Alli subjected the grievant to direct, verbal criticism in...	That the grievant be made whole in every way, including, but not limited to: That the administrator apologize in writing to the grievant, that the administrator does not subject the grievant to direct verbal criticism in the future; that...	Requested relief denied. No violation of the CEA Master Agreement.
Mifflin HS Kimberly Rodriguez	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Mifflin HS, Kimberly Rodriguez, failed to provide...	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 Correc...	Step 1 Hearing held. Awaiting response.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the district failed to pay bargaining unit members their contractual salary in equal...	That the grievants shall be made whole in every way, including, but not limited to the following: • The district will communicate the salary error to each member, indicating the actual rate of pay, the total amount over paid and the total amount of...	Based on the information presented at the Step 2 grievance hearing, it is the Hearing...
Vulnerable Youth Division Supervisor Felisha Lyons	Vulnerable Youth Division Supervisor Felisha Lyons, acting in her capacity as agent of the BOARD, directed grievant via email to share her Microsoft Outlook calendar...	Grievant shall be made whole in every way, including but not limited to the following: The BOARD shall retract the directive to bargaining unit members to share their Microsoft Outlook calendars. The BOARD shall remove from grievant's ...	Grievance filed at Step 1. Awaiting hearing.

Teachers' Dream Grant

This will provide individual grants ranging from \$500-\$5,000 to Columbus City School teachers to assist in improving teaching and learning in CCS. This is a district-sponsored grant. Applicants won't need to submit a Grant Endorsement Form to apply but will need their administrator's approval.

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 log-in name and password. The application deadline is Apr. 21, 2023, 4 p.m.



PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions 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:



Apr. 19	Crowdfunding Your Classroom with Donors Choose (4:30-6:30 p.m. at Winterset ES)
Apr. 25	Cultivating Partnerships with Families (4:30-6:30 p.m. at Hudson)
May 9	End the Year on a High Note (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 can find out how to become a donor at <https://bit.ly/3GAGtR8>.

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/>.

The **CEA office will continue collecting new books for Pre-K students**. The Amazon Wishlist will be active until the end of the school year. Go to <https://bit.ly/CEABD2023>. Drop off any remaining books at CEA or contact Teri Mullins at (614) 253-4731.

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: **Michelle Cappetta**, Columbus City Prep. School for Girls; **Elizabeth Smith**, Beechcroft HS; **Jimmie Beall**, Lincoln Park ES; **Todd Clayborn**, Fairwood ES; **Brenda Crumley-Gorman**, Cassady ES; **Jaime Martin**, Yorktown MS; **Vincent Tubuo**, Columbus North Int'l HS; and **Kristina Gloriosa**, Nurse at Burroughs ES. To donate, enter your name at the top of the **CCS Report of Employee Absence form**. In the "Other" section, select "SL Donation." Just below that, indicate the members' name.

PBIS Friday Live! Every Friday the District PBIS Coordinators present 15 minutes of **SEL Connections and PBIS Quick Tips**. This is 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. Go to <https://bit.ly/3Wijqk2> to participate.

CEA Needs Your Personal Contact Info: We need your **personal (non-CCS) email address** and your **cell phone number** so we can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the CEA Voice. If you are not receiving messages from CEA, send an email with your contact information to Kathy Wilkes at wilkesk@ceaohio.org.