

Retiring? Plan on attending your CEA Awards & Retirement Banquet on May 19. Call CEA for details about the evening at the Hilton Columbus at Easton. We will see you there!

John Coneglio
President

www.ceaohio.org

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



Arthur Lard

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.

**Support and Re-Elect
STRS Board Member
Arthur Lard
to the STRS Board**

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 (coneglio@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.

ULPs...

There are many reasons to file an Unfair Labor Practice (ULP). CEA has filed ULPs because of poor judgment on the part of the administrator. One reason to file a ULP is because of something called "direct dealing." Direct dealing occurs when there is an attempt to deal with the union through the employees rather than the employees through the union on terms and conditions of employment.

Usually, ULPs stem from administrative attempts to limit members' involvement in union affairs. For example, if an administrator says at a staff meeting, "How dare you call your union," that's a ULP. If your administrator says you are not to call CEA, that's a ULP. If an administrator threatens members who call CEA, that's a ULP. If an administrator states, "I know who called CEA," that's a ULP.

If an administrator calls a CEA member into their office and asks them if they were the one," that's a ULP. You pay union dues and have the right to call CEA for any reason you deem appropriate. And if the principal says you must go through your Senior Faculty Rep, that's a ULP. Any CEA member may call CEA directly.

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



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. 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)

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/3N2FgH1>.

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 support to the griev...	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 REPRI...	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 grievant was issued a...	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...	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 grievant was issued a...	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...	Denied at Step 2. Pending BOG vote to advance to 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 grievant was issued a...	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...	Denied at Step 2. Pending BOG vote to advance to 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 class load.	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...	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 not limited to Article 404...	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...	Denied at Step 2. Pending BOG vote to advance to arbitration.
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 not limited to Article 404...	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...	Denied at Step 2. Pending BOG vote to advance to arbitration.
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 grievant received a...	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...	Grievance filed. Awaiting response.
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 appropriate administrative support...	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...	The Principal met with Assistant Principal's to share expectations for completing the 190's in a...
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 checks consistent...	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...	Based on the information presented at the Step 2 grievance hearing, it is the Hearing Officer position ...
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 with Supervisors, in...	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...	Grievance filed at Step 1. Awaiting hearing.

Attend Your Retirement Celebration

CEA is holding the 47th Annual Awards & Retirement Banquet on Friday, May 19. It will be held at the Hilton Columbus 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. Please contact CEA at (614) 253-4731 if you would like to attend.



Summer 2023 Fee Waiver

The online application period is open and will close on **May 11, 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> to complete the online application. 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.csoh.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, 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>.

CEA will continue collecting new books for Pre-K students. The Amazon Wishlist will be active until the end of the school year. To make a purchase, 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. To participate, go to <https://bit.ly/3Wijqk2>.

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@ceahio.org.

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/>.

Members of CEA: If you are not receiving electronic communications from CEA, email Bob Hern at her-nb@ceahio.org with your name and non-CCS email address.