

Retiring? Attend your
CEA Awards & Retirement
Banquet on May 19.
Call CEA for details.
We'll see you there!

John Coneglio
President

www.ceaohio.org

May 15, 2023

CEA Foundation Mini Grant Report

The Spring CEA Foundation window opened in mid-March and closed on the Third Quarter Records Day. There were more than 110 applications received with 83 percent of the applications receiving some or all funds requested. Altogether, \$35,287.18 will be returned to CEA members. These funds will bring transformative and hands-on instructional strategies to students, as well as help pay for classroom supplies, class libraries, and more. The breakdown of funding is as follows:



• **Early Educator: \$ 5,820.89** • **General: \$13,928.03** • **SEL/PBIS: \$ 9,568.09** • **STEM/STEAM: \$ 5,970.17**

The following CEA Members are recipients of the Spring Mini Grants:

New Educator Mini Grants:

Jacqueline Andrews	Columbus Online Acad	Sculpture	\$398.33
Anna Baker	Cedarwood ES	Cedarwood Sound Advanced Music Ensemble	\$425.00
Carlee Beatty	West HS	Social Justice Literature Circle Texts	\$335.40
Paige Biglin	Oakmont ES/Yorktown MS/Olde Orchard SNP	Flourish in the Speech Room	\$464.69
Sharyn Bosley	Buckeye MS	Impact Mural Project	\$428.89
Brandi Braker	Woodcrest ES	Sensory Support	\$450.00
Lucy Farr	Binns ES	Play-Based Intervention	\$419.98
Ashley Georges	Broadleigh ES	Flexible Seating/Sensory	\$408.95
Megan Lemon	Shady Lane ES	Speech and Language Enrichment	\$444.35
Alexander Pacilio	South 7-12	Classroom Tech	\$299.98
Dani Rutana	Starling PreK-8	SEL Self Regulation Stations	\$396.00
Arthur Stovall III	Columbus Scioto 6-12	Pickleball integration	\$450.00
Ryan Tackett	Devonshire ES	Hands on Phonics	\$449.86
Sydni Tavenner	Yorktown MS-Watkins ES next year	Class room materials and flexible seating	\$449.46

Christina Schetter	Speech-Language Dept	Flexible Furniture-Speech Room	\$393.87
Eddy Stevens	Columbus Downtown HS	The Unreachables Book Club	\$399.75
Ryan Swartz	World Language MS	Middle School Musical Sound Tech	\$399.00
Mary Tufts	Colerain ES	Communication for students with limited mobility	\$351.00
Katie Vargo	Speech Dept	Articulation Supports	\$398.95
Amy White	Northland HS	ROX Leadership Team	\$378.48
Tina Williams	ECEC	Fine Motor Writing Center	\$372.90
Mischell Woodson-Levey	Avalon ES	Building Little Readers	\$379.91

SEL/PBIS Mini Grants:

Traci Arway	Special Education/Hudson	Peer Buddies	\$393.04
Stacy Camp	Columbus Scioto 6-12	Classroom Rewards / PBIS Class Store	\$385.65
Cheryl Conner	Valleyview ES	Calm Down Corner Extravaganza	\$400.00
Lisa Damante	Leawood ES	The SEL Experience	\$400.00
Sonja DeGenova	Woodcrest ES	DeGenova's Decompressing Den	\$400.00
Sarah Diemand	OT/PT	Zones of Regulation Sensory Support Lab	\$399.74
Terril Easterling	Liberty ES	What's On Your Mind	\$389.81
Karie Gilchrist	Woodcrest ES	Sensory Support	\$400.00
Brittany Herb Pierce	SELP- Sullivant ES & West HS	SEL Zen Den	\$400.00
Erin Howell	Berwick PreK-8	We K.A.R.E	\$396.78
Sheena Koebel	Winterset ES/Central Enrollment	Zones of Regulations for Tweens/Teens	\$341.44
Laura Mannarino	Columbus Scioto 6-12	Giving the Basics	\$394.65
Isha Matthews	Berwick PreK-8	PBIS Store Incentive	\$397.92
Rupa Narayanan	Hilltonia/Medina/Ridgeview/World Language/Westmor MS	Befriend Social Anxiety to Empower Gifted Youth	\$347.88
Joanna Orozco	West HS	Safe Space	\$380.33
Spencer Pauly	Valley Forge ES	PBIS Tier 1 incentive upgrade	\$390.77
Rebecca Pepper	Liberty ES	SEL Learning	\$360.94
Melanie Poulson	Ridgeview MS	Mindfulness Space	\$400.00
Abby Rogan	Sullivant ES	Continuing SEL Implementation	\$356.39
Jessica Sargent	Sullivant ES	Sensory Manipulatives/ SEL Resources	\$310.47
Ariam Sebhatu	Columbus Scioto 6-12	PBIS Class store	\$400.00
Nicole Shanks	Parsons PreK-5	Sensory items	\$337.82
Sarah Gibbring	Oakland Park ES	Student Grief Kits	\$388.52
Angela Smith	Columbus Global Acad	Stretch Club	\$400.00
Shawna Windle	Columbus Scioto 6-12	PBIS Rewards and Store	\$395.94

General Mini Grants:

Kristin Aleshire	Cedarwood ES	Language Explosion	\$398.93
Erin Arens	Speech/Language Dept.	Story Champs + Storybooks	\$392.72
Rosa Arjona	World Language MS	Raz Kids Plus ELL	\$304.00
Sarah Bartzczak	Siebert K-6	Smiles at Siebert	\$391.39
Heidi Baxter	World Language MS	The Good Game Social Club	\$351.51
Amanda Beirne	HuyES/AG Bell	Phonological Processing Disorder Interventions	\$356.25
Diane Bertke	Devonshire ES	Speech and Language Skill Development	\$386.43
Amy Boyd	Devonshire ES	Literacy Boom-Tastic Tech!	\$399.96
Chelaise Burton	Moler K-6	Y.A.R.D.D. (You ARE Deserving Daily)	\$376.16
Joshua Cywinski	OT/PT	Flexible Seating for Occupational Therapy!	\$146.28
Angel Dyer Sanchez	Valleyview ES	Updated Book Study	\$384.45
Laura Gattshall	Olde Orchard ES	PE Cooperation Inflatables	\$354.00
Sarah Grosh	École Kenwood	Memorial Mosaic Mural	\$370.89
Coralie Hafner	Olde Orchard ES	Science of Reading Literacy Kits	\$334.92
Abigail Hamilton	Colerain ES	Speech Therapy Materials	\$380.93
Jennifer Harvey	Columbus Online Acad K-8	Doodling Our Way Through Math	\$360.00
Jeri Hensley	Woodcrest ES	Woodcrest STARS Math Facts Fluency Club	\$400.00
Martha Hix	Wedgewood MS	Sculpture in Motion	\$400.00
Krista Jacobs	Columbus Gifted Acad	Phys. Ed. Teaching Space & Equip. Improvements	\$399.35
Kathleen McAfee	Woodcrest ES	Sensational Student Painters	\$399.00
Kate Medwid	Whetstone HS	American Identity Book Clubs	\$400.00
Candice Michel	Winterset ES	Sensorimotor Toys for Play-Based, Child-Led Therapy	\$219.95
Antonia Mulvihill	Beechcroft HS	Beechcroft Gold Standard: Go for the GOLD	\$358.95
Maureen Nie	Valley Forge ES	Simplify Writing	\$247.00
Dustin O'Neil	Wedgewood MS	Giving Students an Opportunity to Develop Habits of a Successful Beginning Musician	\$385.40
Rachel (Rae) Oberman	Indianola Informal K-8, Lindbergh ES	Meaningful Speech: An Exploration from Ecology to Self-Generated Speech for Autistic Students	\$349.00
Codie Owens Cantrill	Colerain ES	Adaptive Switch Toys for MD/OI Students	\$384.96
Gianna Pandolfi de Rinaldis	World Language MS	Drama Class & Musicals	\$398.91
Joe Quaranta	Ridgeview MS	Facilitating student achievement	\$96.00
Maggie Rapp Boggess	Beatty Park ES & Trevitt ES	Power of Voice Art Show	\$396.86
Tracey Rutherford	World Language MS	Real World Problem Solving	\$329.97

STEM/STEAM Mini Grants:

Michelle Alder	Columbus Gifted Acad	Rockin' Robin - Characters that move	\$517.09
Andrew Bloom	Hilltonia MS	Pinewood Derby	\$539.00
Stacy Callahan	Avalon ES	Full STEAM Ahead	\$600.00
Lauren Carpenter	École Kenwood	Mini-Society	\$598.93
Rod Hardesty	Medina MS	STEM in the classroom	\$459.00
Alicia Hoffman	Fairwood	Sped Robotics continued	\$600.00
Dana Kemmerling	Wedgewood MS	3-D Science Innovation	\$237.40
Paul Lasker	Beechcroft HS	"Columbus City Schools Exceptional Science Fair"	\$350.00
Christopher McVay	Devonshire ES	Generation Genius Experiments	\$534.88
Rupa Narayanan	Hilltonia/Medina/WLMS/Ridgeview/Westmor	AERO garden system in the classroom	\$359.85
Eric Sztul	Ridgeview MS	Ridgeview Raiders' Rockets to the Moon	\$574.02
Leigh Ann Taylor	Woodcrest ES	2nd STEM Bins	\$600.00

CEA Book Drive Complete

The 2023 CEA Book Drive has officially ended. Donations for the CEA book drive permitted us to gift one new book to each of our PreK students. Your generosity helps us support the district's literary initiatives. We were also able to collect new and used books, appropriate for older readers, that will be distributed in the fall to our new teachers to help build their classroom libraries.

Thank you to all who supported this year's campaign. Thank you to CEA Book Drive Committee: CJ Jamison, Leawood ES; Raylene Polchow, Linden Park ECEC; Teresa Rollins, Cedarwood ES); Izetta Thomas, CEA Office; and Teri Mullins (CEA) for organizing the book drive and packaging books to be distributed to classrooms.

Take the "Our Cities. Our Schools." Survey!

The "Our Cities. Our Schools." listening campaign was born from the recognition that the educators, staff, and community members most impacted by the school district's policies and decisions often do not have a voice at the table. The Columbus Education Justice Coalition is asking every CEA member to complete the conversation survey. This is especially important, considering the recent and ongoing safety issues in our district.

No matter where you live, work, or study in the district, everyone should have the opportunity to be heard and their hopes and challenges addressed. The survey deadline is Monday, May 30, 11:59 p.m. Go to:

<https://tinyurl.com/IndySurveyOurCityOurSchools>.

The CEA Master Agreement is set to expire in fewer than 835 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 view the text of each grievance in its entirety, go to <https://bit.ly/44OV6eR>.

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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	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...	Arbitration requested, pending arbitrator selection and hearing dates.
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...	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...	Arbitration requested, pending arbitrator selection and hearing dates.
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.
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...	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall be made whole with interest for all lost wages and/or benefits. The Board shall immediately remove all...	Pursuant to Article 404.02(E) of the CEA-CCS Master Agreement, the attached grievance is being...
Livingston ES Sherra Cook	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Livingston ES, Sherra Cook, failed to provide appropriate administrative support to...	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...	On Wednesday May 3, 2023, I attended Step 1 of the grievance process in which my staff shared...
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 grievance...	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 of direction issued on May 1, 2023 from all employee...	Grievance filed at Step 2. Awaiting hearing.

Appealing Your Evaluation

The Joint Evaluation Panel has approved the process for staff to appeal their evaluation. One of the following criteria must be met:

- Educators that have an overall Final Summative Rating of "Ineffective."
- Two evaluators and the overall rating is questionable.
- The evaluation contains a procedural error.

The **Evaluation Appeal Form** will be available on the ILEAD website at <https://www.ccsosoh.us/Page/11470>, under district forms, beginning May 10. To file an appeal, submit the completed form along with appropriate documentation to Teri Mullins at CEA by Wednesday, May 24, 2023, 4:30 p.m. The Joint Evaluation Panel will meet to review appeals the week of June 5.

LA Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA Officers and Staff and vote on important issues affecting your Association. Any CEA member is welcome to attend the LA. The next meeting will be held **May 18, 4:30 p.m.** The following is a list of buildings/units that were represented at the May 4, Legislative Assembly:

17th Ave. Service Center, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Briggs HS, CAHS, CEA Office, Cedarwood ES, Centennial HS, Clinton ES, Colerain ES, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy K-8, Cranbrook ES, Devonshire ES, Duxberry Park ES, Eakin ES, East HS, Eastgate ES, Easthaven ES, Eastmoor Acad HS, École Kenwood K-6, Elementary Music, Elementary Phys. Ed., Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Gifted & Talented, Hubbard Mastery School PreK-6, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Juvenile Intervention Center, Liberty ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, OT/PT, Parkmoor ES, Parsons PreK-5, Part-Time Intervention Specialists, Psychologists, School Counselors, Sherwood MS, Siebert K-6, Social Emotional Learning Practitioners, Social Workers, South HS 7-12, South Mifflin STEM Acad PreK-6, Southland, Special Ed/VI Coordinators, Speech & Language, Starling PreK-8, Stewart ES, Student Support Center, Sullivant ES, Valley Forge ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

Faculty Representative (FR) Elections

FRs are normally elected in the spring of odd-numbered years and serve for two years. One FR and one Alternate FR should be elected for every 20 members in a building/unit or fraction thereof. A unit is usually a building but could be a group of teachers in a specific area, i.e., music or art. A properly accomplished FR election should be conducted over a three-week period by the election team; any unit's CEA member can serve on their election team unless they are running for an FR position. FR elections should be conducted during the month of May. **Only CEA members may run or vote for FR.** Unit membership rosters will be sent from the CEA office to Senior Faculty Reps (SrFRs) and should arrive early in the week of May 1.

Determining the SrFR in cases where a unit has more than one faculty representative, the SrFR shall be the one with the most continuous service in the position of SrFR within the unit, not as an FR or an alternate. Service in other units does not count. See the CEA Constitution and Bylaws (By-law 13-2). Refer to the following examples:

- When a unit has two (2) FRs, the current SrFR must finish at least 2nd in the election to continue as SrFR.
- When a unit has three (3) FRs, the current SrFR must finish at least 3rd in the election to continue as SrFR.
- When the SrFR chooses not to run, the new SrFR is the one who receives the most votes. If the SrFR does not complete his or her term, the faculty representatives who are listed on the CEA Faculty Representative Certification Form will move up one position.

For a complete guide on CEA Faculty Representative elections, go to <https://bit.ly/ceaelections23>. If you have questions, contact CEA Elections Chair Brittany Herb Pierce at (440) 225-2631.

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>.

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; **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; **Kristina Gloriosa**, Nurse at Burroughs ES; and **Tracy Barbon**, Highland 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.

There will be a **Teachers for Better Schools (TBS) general membership meeting on Thursday, May 18**, following the CEA Legislative Assembly at 5:30 p.m. to elect members to the TBS Board of Trustees.