

CEA Member Scholarship Fund
is open for applications.
Go to <https://bit.ly/30YVyrj>.
Deadline:
Friday, Oct. 13, 4 p.m.

State of the Association

(Given during the first Legislative Assembly of the 2023–2024 School Year)

I am proud to be representing the over 4,500 hardworking, competent, caring, and dedicated Educators of the Columbus City Schools today.

Traditionally, at the First Legislative Assembly, the President of the Columbus Education Association gives the State of The Association address to review accomplishments and look forward to the work that needs to be done this coming school year. It hardly needs to be said, but last year was an historic school year and has been like no other. We began the year by going on strike for the first time in almost fifty years. We made significant gains regarding HVAC, paid parental leave, smaller class sizes and a 12 percent raise over three years that not only beat the state average but the national average as well. Our insurance was left untouched. We helped organize a coalition of community groups who went on to form an Education Justice Coalition. Our strike brought about a change in leadership at CCS and we have a new superintendent, Dr. Angela Chapman. We won three arbitrations, and we ended the year by adding nearly three hundred new members to our CEA family by organizing the Building Subs. CEA and unions across the state helped defeat Issue 1. This was a huge win for our fight to maintain collective bargaining in our state. Give yourself a round of applause.

However, that was last year. We started off this year with the district displacing close to a hundred TOSA's, teachers and building substitutes with very little notice. We recognize the fact that we need highly qualified teachers in front of every student. We are angry and disappointed by the lack of thought that went into this process. CEA has been able to negotiate a MOU with the district allowing those teachers to return to their previous positions as soon as their current position is filled or the school year ends. We will always have issues such as this. The very nature of the relationship between labor and management guarantees this. Putting out fires is part of our short-term goal. This is the work that impacts members now. Consequently, we also need to work on long term goals that will allow us to make things better for our students, community, and our profession. To do this we need to rebuild our political capacity. Our strike was the first step in this process. Another part of this process is CEA'S renewed focus on working with our labor partners throughout the city. It has been a struggle at times to get labor in step. Recently we have had success. We worked to get three of our school board candidates endorsed by the AFL-CIO, the Building and Trades and the Franklin County Democratic Party. The School Levy was also endorsed by labor. Our Education Justice Coalition is now engaging with the Superintendent and the Board. The CEA office has had productive conversations with city leaders around the levy. We have a long way to go to, but the work must be done to make sure we are an inclusive, equitable city where the decisions that are made are not made by only those with money.

On another note, this year has brought about a renewed sense of collaboration at the highest levels in the district. It will take time and effort on CEA's part to try to get the district to change at all levels. We will use a carrot or a stick. Positive educational outcomes for our students can only happen when we work together. Make no mistake, collaboration does not mean capitulation.

We have challenges facing us this school year. One specific challenge is to make sure that we help pass our school levy or Issue 11. This levy will help ensure the maintenance of our worksites as well as upgrading them. Remember our working conditions are our students' learning conditions. Levy money will be used to help attract and retain professional staff. Many of these positions that were created were funded through ESSER dollars. This money will be going away by 2024–2025. A passage of the levy will put us in a better bargaining position for our next round of contract negotiations. Think about how far we have come. For the veteran educators, half steps, working on an expired contract and small raises wiped out by increased contributions to STRS hurt our ability to take care of our own families. A failing levy is not an option. We must and will work hard to pass this levy and we will work just as hard to keep the board accountable. We

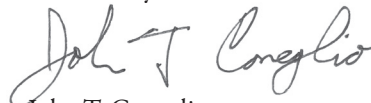
RENEW our commitment to Columbus' future.
REINVEST in our students on November 7.
Educators and Our Community are Voting 'YES' on the Columbus City Schools Levy

will work with the Education Justice Coalition, our friends in labor, our newly endorsed candidates to make sure our reinvestment in our students is not wasted. The time is now to bring it home and solidify our gains from the last contract campaign.

Finally, a shout out to *you*, our Faculty Reps, who are the backbone of this Association. The work of our Early Career Educators Committee, the Membership Action Team, Education Justice Coalition Committee, the CEA Mini Grant Committee, the Scholarship Committee, the Minority Involvement Program and to all those who have given professional development at the building, state, and national level. You make CEA a strong professional union whose work is recognized nationally.

The State of our Association is strong.

In Solidarity,



John T. Coneglio
President, Columbus Education Association

Take the Survey

Your Union has received a dramatic increase in questions, concerns, and correspondence regarding chromebooks since the start of this school year. The **CEA Chromebook Survey** was sent only to members on Sunday, Sept. 17.

The purpose of the CEA Chromebook Survey is to provide data to the administration regarding students' access to, usage of, availability, and functionality of district-provided Chromebooks to verify the issues our members have been experiencing. This survey should only take a few minutes.

The CEA Chromebook Survey will be **open until Saturday, Sept. 30 at 11:59 p.m.** Please do not forward this email as its survey link is unique to you. If you know of a CEA member that has not received the survey link, they should send an email from their non-CCS address to tellcea@ceaohio.org and include their first and last name and unit.

2023 Mini Grant Application Window Now Open!

The CEA Foundation Mini Grant application window opens today and closes Monday, Oct. 25, 2023, 4:30 p.m. to align with the first Records Day of the year. To apply for this year's grants, sign in to your personal Google Drive and go to <https://bit.ly/ceaminigrant>.

There have been significant changes to the Mini Grants:

- There will only be **one** application window. If you have a project planned for the spring, you will need to apply during this application window.
- Read the application carefully. It works best to complete the application on a Chromebook, laptop, or desktop.
- You must be in your personal Google Drive, not your CCS Drive.
- New Mini Grant email: ceaminigrants@gmail.com. Use this for all questions and communication.
- If you would like to receive guidance and see a real time application being completed, join the Mini Grant Zoom training Oct. 10, 4:30 p.m. This is an optional meeting and will not impact the selection process if you cannot attend.
 - To attend, log into Zoom: Meeting Code 850 1686 8143 – Passcode: MiniGrants

Contact Tracie Helmbrecht at ceaminigrants@gmail.com or text (614) 398-1201 if you have questions.

CEA Mini Grant Committee is Growing

Are you interested in learning more about how your union supports transformative and creative instructional strategies? Have you been thinking about how you can become more active in your CEA membership? Would you like to support your colleagues and CEA members in creating superior learning environments including ways to support school counselors, psychologists, special education and more?



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The CEA Master Agreement is set to expire in fewer than 693 days.

Grievance Update

CEA works 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 grievances we are working to resolve. To view each grievance in its entirety, go to <http://bit.ly/3t1uTeK>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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 any other...	Arbitration requested, pending arbitrator selection and hearing dates.
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the grievant to repeated and/or extreme verbal abuse in...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control such behavior in...	Awaiting Step 2 response.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement by unilaterally modifying the online application...	All CEA bargaining unit members who applied and were denied continuing contract status during the 2022-2023 school year on the basis of not having received "accomplished" or "skilled" overall ratings, but who have met all...	Grievance filed at Step 2. Awaiting response.
PAR Administrator Rhonda Rice	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the 2022-2025 CEA-CCS Master Agreement when they failed to pay grievant the full amount owed for extra duty work performed during the 2022-2023 School Year as established by her Peer Assistance and Review supplemental contract.	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for supplemental wages owed based upon her 2022-2023 Peer Assistance and Review supplemental contract, including interest at the applicable IRS rate. The Board shall cease and desist from prorating supplemental contracts, except in accordance with Article 402 of the Master Agreement.	Step 2 hearing pending.
Columbus Africentric 9-12 Sherri Williams	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Africentric 9-12 Sherri Williams, subjected the grievant to extreme verbal abuse at an after school...	That the principal apologize in writing to the grievant; that the principal does not subject the grievants to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control such behavior...	Requested relief denied.
CCS Administration	CCS Hearing Officer Dianne McLinn, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education Association-Columbus City Schools 2022...	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Reprimand issued on or about June 7, 2022 from the grievant's personnel and discipline...	Step 2 hearing held. Awaiting response.
Starling PreK-8 Dr. Joan Bucy	Starling PK-8 Principal Dr. Joan Bucy, acting in her capacity as agent of the Columbus City Schools Board of Education, violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/...	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 September 1, 2023 from all employee records, other...	Grievance resolved at Step 1. Letter of Direction reduced to non-disciplinary Summary of Conference.
Career & Technical Education Department Jennifer Meade	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when the Director of Career and Technical...	The grievant shall be made whole by ceasing the direct, verbal criticism in front of other staff members; immediately ceasing the extreme and/or repeated verbal abuse; the grievant be provided the appropriate administrative...	Denied at Step 2.
Career & Technical Education Department Jennifer Meade	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when the grievant was given a...	The grievant shall be made whole in every way including but not limited to removing the Written Reprimand from all personnel files. Removing the Letter of Direction that is included and lead to the Written Reprimand;...	Awaiting Step 2 response.
CCS Administration	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master agreement when it was determined that...	Both grievants shall be made whole by immediate repayment of the classroom reassignment pay that has been calculated, plus 5% interest compounded annually; and that NO REPRISALS be taken against the...	Step 2 hearing pending.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally altered the start and end times of the school day at the JIC.	That the administration revert to the original start and end times in place at JIC, that the grievants be made whole for any expenses incurred as a result of the change (i.e. child care) and that NO REPRISALS be taken...	Step 2 hearing pending.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Administration unilaterally changed the schedule at JIC from a nine period day to an eight period...	That the administration reduce the number of teaching sections to five and reinstate the duty period, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this...	Step 2 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement by hiring a bargaining unit member in...	The grievant(s) shall be made whole in every way, including but not limited to: Agents of the Board shall immediately cease and desist from directing bargaining unit members to perform job duties of bargaining...	Step 1 Hearing pending.
Salem ES Mikki Myers	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Salem ES, Nikki Myers, subjected the grievant to direct verbal criticism/extreme verbal...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control...	Step 1 Hearing pending.

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If this sounds like you, apply to become part of the CEA Mini Grant Committee. We make sure these grants are available, paid out, and shared with the membership. The commitment is low (10-15 hours) and gives insight into how your union continuously works to support all levels of teaching and learning. If you are interested, complete an application by going to <https://bit.ly/mingrantcommitteeapplication>.

The deadline for committee applications is Oct. 6, 4:30 p.m.

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring at some point in the 2023-2024 school year can be exempted from the Ohio Teacher Evaluation System. If you would like to exercise this option, submit your notice of retirement to Human Resources no later than Wednesday, Nov. 1. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. To download retirement information or access the Google form to submit notification of retirement to Human Resources, go to <https://www.ccssoh.us/Page/2340>. If you have further questions regarding this option, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

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 on Oct. 5. The following is a list of buildings/units that were represented at the Sept. 14 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, Briggs HS, Building Substitutes, Burroughs ES, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy K-8, Columbus Spanish Immersion, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Highland ES, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Lincoln Park K-6, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Parkmoor ES, Parsons PreK-5, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Emotional Learning Practitioners, South HS 7-12, South

Mifflin STEM Acad PreK-6, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling PreK-8, Stewart ES, Student Support Center, Sullivan ES, Trevitt ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weiland 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.

Special Notes

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: **Jimmie Beall, Lincoln Park ES.** To donate, complete the **Catastrophic Sick Leave Donation Form**, available on the CEA and CCS websites. Submit form to leavesofabsence@columbus.k12.oh.us.

Join Columbus Early Career Educators for a September Back to School Social on Friday, Sept. 29, 4:45 p.m. at World of Beer Easton, 3770 Easton Market. Email columbuscece@gmail.com with questions.

CEA Special Fall Election: The following elected positions will be filled in the **2023-2024 Special Fall Election:** Governors for High School At-Large, Middle School At-Large, and 1-2 OEA Delegates and Alternates. The **declaration period begins Monday, Oct. 2.** Declaration forms will be available for download on the CEA website. Declaration forms may also be obtained by contacting Jen Gable (gablej@ceaohio.org). **Declaration forms must be received by the CEA office by Friday, Oct. 13, 4:30 p.m.** Ballots will be sent to building SFRs the week of Oct. 23. The **voting window begins Monday, Oct. 30, and ends Tuesday, Nov. 14.** Members of the Elections Committee will **collect ballots for tally Wednesday, Nov. 15.** If there is a run-off election, ballots will be sent to buildings on Friday, Dec. 1. Run-off voting begins Tuesday, Dec. 5 and ends on Monday, Dec. 18. Tally day is Tuesday, Dec. 19. Call CEA Elections Chair Brittany Pierce at (440) 225-2631 with any questions.

For the position of Capital Vice President, declaration begins Monday, Oct. 2 and ends when the election takes place on Wednesday, Nov. 8 at the Capital Representative Assembly.

We have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate, and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

**CEA Pre-Paid Legal Services Plan
OEA/NEA Attorney Referral Program**



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Contact us today and allow our experience to work for you.