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 the  
*CEA Voice*  
 was left  
 intentionally  
 blank because  
 it contains a  
 political  
 endorsement.

**Support Public Education and Be Rewarded!**



**Create a design that illustrates why Public Education Matters and win!**

Winning member's design will be featured on the Public Education Matters shirt.

**1<sup>ST</sup> PLACE PRIZE: \$250 VISA GIFT CARD**  
**2<sup>ND</sup> PLACE PRIZE: \$100 VISA GIFT CARD**  
**3<sup>RD</sup> PLACE PRIZE: \$100 VISA GIFT CARD**

You can help OEA amplify the Public Education Matters message far and wide by taking part in the T-shirt design contest. Submit a design that shows "Why Public Education Matters" in Ohio, and you could win one of several prizes. The submission deadline is Oct. 31. More information about the contest is also available at [www.ohea.org/publiceducationmatters](http://www.ohea.org/publiceducationmatters).

Submissions should include name, cell phone, address, local (CEA), and personal email address. Entries can be mailed to: **Public Education Matters Shirt Contest**, 225 East Broad Street Box 2550, Columbus, OH 43216 or email [newhallj@ohea.org](mailto:newhallj@ohea.org).

**The November General Election is Almost Here**

There are many local races that matter. For our Union, none is more crucial than Issue 11, the CCS Levy. The Membership Action Team (MAT) will be hosting two canvass dates in the voter-dense Clintonville neighborhood. Join the MAT Team on Saturday, Nov. 4 from 10 a.m. to 12 p.m. We'll meet at the **Iron Grill BBQ & Brew** (5295 N. High St.) and disperse from there to knock on doors and encourage folks to vote "YES" on the levy. Go to <https://bit.ly/cea23canvas> to sign up.

**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**

**United Way—A Century United, A Future Ignited.**

When you give to United Way in celebration of our centennial, you're joining a movement to set our children and the entire community on a path to success for generations to come. Your generous contribution stays here, in the place you call home.

With our long history as a trusted convener, United Way is uniquely positioned to bring together educators, corporations, nonprofits and government entities, as well as donors and volunteers like you, to ensure every child has the resources and opportunities necessary to succeed in school and life. Join us in our vision for a stronger, more equitable community and give today.

The campaign ends Friday, Oct. 27. If you have questions, contact your faculty representative or CEA Vice President Phil Hayes 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 Nov. 2 at East HS. It will be a Faculty Representative training. The following is a list of buildings/units that were represented at the Oct. 5 LA:

- 17th Avenue Service Center, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, Briggs HS, Broadleigh ES, Building Substitutes, CAHS, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, 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, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, East Linden ES, Easthaven ES, Eastmoor Acad. HS, ECE @ Central Enrollment, Ecole Kenwood K-6, Elementary Art, Elementary Music, Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Lincoln Park K-6, Lindbergh 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, North Linden ES, Northgate Intermediate ES, Northland HS, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Parsons PreK-5, Part-Time Intervention Specialists, Psychologists, Ridgeview MS, School Counselors, Shady Lane ES, Sherwood MS, Social Workers, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, St. Vincent, Starling PreK-8, Stewart ES, Student Support Center, Sullivant ES, Trevitt ES, Valley Forge ES, Valleyview ES, Watkins 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.

**The CEA Master Agreement is set to expire in fewer than 672 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 <https://bit.ly/3rNEKVa>.

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 resolved. Go to <a href="https://bit.ly/3rNEKVa">https://bit.ly/3rNEKVa</a> to see the Letter of Agreement.
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 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. Awaiting response.
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.
Salem ES Nikki 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 2 hearing requested. At the Step 1 meeting on Sept. 27, 2023, the grievant...
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 video evidence...	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 written reprimand issued on September 14, 2023 from all employee...	*Step 2 hearing response listed at the bottom of the page. <a href="https://bit.ly/3rNEKVa">https://bit.ly/3rNEKVa</a>
Indianola Informal K-8 Brandy Koeth	Indianola Informal K-8 Principal Brandy Koeth, acting in her capacity as agent of the Columbus City Schools Board of Education, violated, misinterpreted, or misapplied provisions...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall provide appropriate administrative support consistent with Article 208.01 and shall immediately cease and...	Step 2 hearing held. Awaiting response.

## Complete Open Enrollment Prior to Oct. 27

During Open Enrollment (Oct. 9–27), all benefits-eligible bargaining unit members must do one of the following:

1. Reconfirm any current benefit elections
2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.)
3. Waive coverage Employee Self Service (ESS) will be used for the 2024 enrollment process.

Make sure you are able to log on to ESS PRIOR to the start of Open Enrollment. Benefit choices made during Open Enrollment will be effective Jan. 1, 2024. This year's Open Enrollment is completely virtual. To participate in Open Enrollment, benefits-eligible bargaining unit members can:

1. Log into ESS to make your elections for core benefits (Medical, Dental, Vision, FSA and Life), you do not need a counselor.
2. If you need support with making your elections through ESS, meet online with a Benefits Counselor in a cobrowsing session. Visit <https://bit.ly/3SH9YVE> to schedule your call center enrollment meeting ahead of time, or call 800-735-0080. Appointments will be available Monday–Friday from 8 a.m.–4:30 p.m. You must be able to access ESS and join the Benefits Counselor on a computer. You will be responsible for entering your information into ESS with counselor assistance.
3. Use ESS to confirm, change or waive your benefit elections. CCS must report health care coverage information for its employees and their dependents to the federal government. Verify that the Social Security numbers entered into ESS for you and your dependents are correct. Note that if you are enrolling a new dependent, you will need to verify their eligibility. Please be on the lookout for communication from BMI, the District's dependent verification administrator.
4. You must meet with a Benefits Counselor online or over the phone to make or change elections for your Voluntary Benefits which include: Life Insurance with Long Term Care Benefits, Short Term Disability, Critical Illness Insurance, Accident Insurance, Pet Insurance, and Term Life Insurance. If you wish to terminate any of your Voluntary Benefits, you must contact your Voluntary Benefits provider to notify them of your cancellation. If you have questions regarding the Open Enrollment Process, contact CCS Benefits Department at (614) 365-6475.

## PAR Presents

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) #57848**. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions include:

Oct. 17	<b>Equity: Creating a Culturally Relevant School Community</b> (4:30–6:30 p.m. at Columbus Metropolitan Library Main Library Rm 3B)
Oct. 19	<b>Yo Girl! You Got Drama?</b> (4:30–6:30 p.m. at Hudson Professional Library)
Oct. 24	<b>RESA Support for RE2's and 3's</b> (4:30–6:30 p.m. at AIMS Cafetorium)

## 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: **Sarah Helvey, Independence HS; Andrea Spaulding, West Mound ES; and Timothy Myles, Northland HS.** To donate, complete the **Catastrophic Sick Leave Donation Form**, available on the CEA and CCS websites. Submit the completed form to [leavesofabsence@columbus.k12.oh.us](mailto:leavesofabsence@columbus.k12.oh.us).

**2023 Mini Grant Application Window Closes Monday, Oct. 25, 4:30 p.m.** To apply, sign in to your personal Google Drive and go to <https://bit.ly/ceaminigrant>. There have been changes to the application process. There will be **one (1) application window**. If you have a **project planned for the spring, apply now**. Complete the application on a Chromebook, laptop, or desktop. You must be in your personal Google Drive, *not your CCS Drive*. Contact **Tracie Helmbrecht** at [ceaminigrants@gmail.com](mailto:ceaminigrants@gmail.com) or text (614) 398-1201 with questions.

Join the **Columbus Early Career Educators** for their **October Social** on **Friday, Oct. 27 @4:45 p.m.** They will meet at the **Ohio Brewing Company**, 421 E. 2nd Ave., Columbus. If you have questions, email [columbuscece@gmail.com](mailto:columbuscece@gmail.com).

**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 closed Friday, Oct. 13**. 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**. Call **CEA Elections Chair Brittany Pierce** at (440) 225-2631 with any questions. (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.)

**For the position of Capital Vice President**, declaration begins Monday, Oct. 2, and must be filed with the Election Chair of the Capital District prior to 5 p.m. of the deadline date of Friday, Oct. 27, 2023.

**Retiring? Avoid OTES: Bargaining unit members who are planning on retiring during the 2023–2024 school year can be exempted from the Ohio Teacher Evaluation System.** To take advantage of this, submit your notice of retirement to Human Resources by 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, go to <https://www.assoh.us/Page/2340>. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

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**



**Cloppert Latanick**  
**Sauter & Washburn**

(614) 461-4455  
[www.cloppertlaw.com](http://www.cloppertlaw.com)

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