



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

- intervention strategies
- Working collaboratively with parents and teachers to support children's success
- Changing practices and policies to improve school outcomes
- Engaging in challenging and diverse activities that change from day to day
- Using research to inform practices
- Developing strong team member and leadership skills
- Promoting appreciation and support for human diversity
- Demonstrating the highest standards for ethical and professional behavior
- Helping students thrive at home, in school, and in life

**What Do School Psychologists Do?**

School psychologists apply expertise in mental health, learning, and behavior to help children and youth succeed academically, socially, behaviorally, and emotionally. They provide assessment, support, and intervention services to students; partner with families, teachers, and other professionals to create safe, healthy, and supportive learning environments; work with school administrators to improve school-wide policies; and collaborate with community providers to coordinate services for students.



**National School Psychologists Week**

During the week of Nov. 6–10, 2023, schools throughout the United States will celebrate National School Psychology Week to highlight the important work school psychologists and other educators do to help all students thrive. This year's theme is "Let's Grow Together," inspired by the importance of both personal and shared strengths in our growth as individuals and school communities in every season of life. The theme recognizes every aspect of growth as fundamental to effective learning environments and to school psychologists' role in supporting student well-being and learning.



School psychologists can make a positive, lasting difference in children's lives. They are a vital part of the effort to unlock each child's potential for success. School psychology is an ideal career for individuals that are interested in:

- Working directly with children and adolescents
- Supporting students with mental health needs by providing counseling, skill instruction, and learning and support plans
- Assessing and evaluating individual differences to identify

**Honoring Our Veterans**

On Nov. 11, we salute America's veterans for their patriotism and love of country. Join CEA in honoring our members who have served in the U.S. Armed Forces.

Thank a veteran for their service, attend local events, or consider donating to organizations that support veterans to show your gratitude on this important day.

The essence of this day is of remembrance, honor, and a community bound by gratitude for all those who have served and defended our nation.

We recognize the following individuals and thank them for their service to our country:

**Army**

Christopher Daniels ★ Al Hernandez ★ Matt Yuhasz ★ Troy Weis ★

**Navy**

J Sanchez ★ Alan Schmiedebusch ★ Adam Viney ★

**Marine Corps**

Jennifer Harvey ★ Andrew Hollis ★ William Irvin ★ Denny Mulloy ★

**Air Force**

Gerald Collins ★ Debra Gwinn (Foreman) ★

We will print any additional submissions in the Nov. 13 *Voice*. Send your **name** and **branch of service** to [hernb@ceao-hio.org](mailto:hernb@ceao-hio.org).

# 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/3FIIjOp>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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 hearing.
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 their...	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 denied. Awaiting vote from Board of Governors to go the arbitration.
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...	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...	Based on the information presented at the Step II hearing, the Hearing Officer's...
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...	Step 2 hearing held. Based on the information presented at the Step II hearing, it is the...
Linden-McKinley STEM 7-12 Dr. Michael McCrory	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Dr. McCrory changed a teacher's schedule at Linden McKinley and eliminated their lunch period, leaving them...	That the administration reduce the number of teaching sections to five and rotate sub coverage during the duty period, restore the teachers' lunch period and that NO REPRISALS be taken against the grievant or any other bargain...	Step 1 hearing pending. Awaiting response.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CCS-CEA Master Agreement when during its regular Board of Education meet...	Grievants shall be made whole in every way, including but not limited to the following: The Board shall comply with Article 101.02 of the Master Agreement. All bargaining unit members in the School Counselor and...	Filed at Step 2 pursuant to Master Agreement Article 110.06
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CCS-CEA Master Agreement when the Board notified bargaining unit members...	Grievants shall be made whole in every way, including but not limited to the following: The Board shall comply with Article 101.02 of the Master Agreement. All affected bargaining unit members shall be compensated...	Filed at Step 2 pursuant to Master Agreement Article 110.06

## NEAMB Insurance Carrier Affiliate has Changed

There have been some requests for an update on NEAMB's affiliation with California Casualty Insurance.

California Casualty was the NEA Member Benefits chosen insurance carrier affiliate. California Casualty made a business decision to retract their coverage areas to a few states and end insurance offerings in all others. The Ohio program is set to end in late 2024 to early 2025. Members who have California Casualty insurance will be notified prior to renewal dates that their policy cannot be renewed. There are no new policies being written by California Casualty for Ohio. NEAMB has found a replacement affiliate carrier which is Travelers Insurance. If a member is a current California Casualty customer, there is transition information at <https://bit.ly/4605kbs>.

If a non-California Casualty customer wants a quote from Travelers, go to <https://bit.ly/3MpuOIE>.

## 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.



Nov. 8	<b>Advanced Ag in the Classroom: What else can we grow</b> (4:30-6:30 p.m., 2548 Carmack Rd.)
Nov. 14	<b>Classroom Management: Building Relationships</b> (4:30-6:30 p.m., Columbus Metropolitan Main Library, Rm 2B)
Nov. 28	<b>CCS 101: Student Support</b> (4:30-6:30 p.m., Walnut Ridge HS Library)

## Special Notes

**Spring 2024 Fee Waivers:** The application period is open and will close on **Nov. 16, 2023, 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. You will automatically be sent 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, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email [fewaivers@columbus.k12.oh.us](mailto:fewaivers@columbus.k12.oh.us) if you need assistance.

**Members of CEA:** If you are not receiving electronic communications from CEA, email [hernb@ceaohio.org](mailto:hernb@ceaohio.org) with your name and non-CCS email address.

**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 three (3) OEA Delegates. The **voting window is now open 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.)*

**Fight Flu and Earn a Gift Card from Wellness!** There are on-site flu shot clinics happening at several CCS locations. To see if there is a CCS flu shot clinic at your building, visit <https://www.csoh.us/Page/5887> or ask your school nurse. After you receive your flu shot, go to the previously mentioned web page and fill out the flu shot form. Staff who receive a flu shot before Dec. 31 will earn a \$25 gift card. You do not need to receive your flu shot at a CCS location in order to be eligible for the gift card. Questions? Email [wellness@columbus.k12.oh.us](mailto:wellness@columbus.k12.oh.us).

**Professional Leave:** There is **\$200,000** available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop. Forms to apply for professional leave are available in the **"Forms"** section of the CEA website or the CCS Intranet, along with the full leave guidelines. Act as soon as you know the date of your conference.

**Membership is Critical to Our Continued Success.** If you know someone new to your building or unit, approach the person and ask them to become a member of CEA. We have made joining CEA simple. **Step 1:** Click "JOIN" on the homepage at [www.ceaohio.org](http://www.ceaohio.org); **Step 2:** Download the CEA Membership Form to your device and complete it. (It is a fillable pdf for your convenience); **Step 3:** Email the completed form to [membership@ceaohio.org](mailto:membership@ceaohio.org). Call CEA at (614) 253-4731 with questions.

**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/>.

**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 [membership@ceaohio.org](mailto:membership@ceaohio.org).

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

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