



## CEA Member Scholarships: Your Dues Dollars at Work

Our members work hard, and your Association is proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each recipient with a \$2,500 scholarship, funded by a \$10 dues assessment from each member, invested and paid through The Columbus Foundation. This year we have 65 recipients. Since 1995, this fund has awarded **\$1,440,250 in scholarships**. The students listed below will receive CEA Members Scholarships for the 2023–2024 school year:



Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Eric Aho	Independence HS	Davis Aho	The Ohio State University	Tonya Willow McAdams	Devonshire ES	Emily McAdams	Ohio University
Melanie Alley	Oakmont ES	Hayden Alley	Bowling Green State University	J Sanchez	Northland HS	Leonardo Menchaca	University of Toledo
Alan Barnes	Mifflin MS	Tyler Barnes	The Ohio State University	Renee Mild	Indian Springs ES	Elia Mild	Ohio University
Carolyn Beck	Avalon ES	Patrick Beck	Otterbein University	Matthew Miller	Westmoor MS	Hope Miller	George Mason University
Carolyn Bernard	School Nurse	Amelia Bernard	University of Cincinnati	Benjamin Miller	OT/PT	Jonah Miller	The Ohio State University
Kristina Bossa	Winterset ES	Caroline Bossa	Ohio University	Carol Ann Prokopchak	Columbus Spanish Imm.	Andres Mira	The Ohio State University
Amy Burt	Champion ES	Julia Burt	Eastern Michigan University	Rachel Nadal	Huy ES	Sydney Nadal	Otterbein University
Jodell Coplan	Westmoor MS	Janey Coplan	Otterbein University	Maureen Nie	Valley Forge ES	Anna Nie	Oakland University
Christina Crist	School Nurse	Molly Crist	Point Park University	Patricia Oliver	CEA-R	Samuel Oliver	The Ohio State University
Mary Hart	Avalon ES	Maura DiCuccio	The Ohio State University	Rebecca Ondo	Woodward Park MS	Elaine Ondo	University of Cincinnati
Julie Diehl	CEA-R	Zane Diehl	The Ohio State University	Micheolle Smith	Indian Springs ES	Seth Peacock	The Ohio State University
Wendy Duhl	Psychologist	Spencer Duhl	Otterbein University	Kimberly Peeks	École Kenwood	Matthew Peeks	Southeastern University
Kristi George	Devonshire ES	Emma George	University of Cincinnati			Roderick Peeks II	The Ohio State University
Kelly Telzrow	Wedgewood MS	Mitchell Gillespie	Kent State University	Brian Pennington	Hilltonia MS	Molly Pennington	Cedarville University
Erica Gonzales	Woodward Park MS	Carolina Gonzales	The College of Wooster	Jennifer Peters	Briggs HS	Samantha Peters	University of Indianapolis
Connie Hagan	Woodward Park@Walden	Molly Hagan	Kent State University	Angela Pinkins	Woodcrest ES	Andrew Pinkins	The Ohio State University
Deanne Hale	Early Childhood	Emily Hale	Capital University	Stacy Piper	Dominion MS	Brooklyn Piper	University of Cincinnati
Amy Hammond	Liberty ES	Olivia Hammond	The Ohio State University	Steven Murray	CAHS	Elijah Rhein-Murray	Ohio University
Seth Harms	Eastmoor Acad. HS	Jackson Harms	Ohio University	Kathleen Riley	ECE@Central Enrollment	Braden Riley	Ohio University
Kimberly Miesse-Hoy	Berwick PreK-8	Chelsea Hoy	Miami University	Deborah Robertson	West Mound ES	Ella Robertson	Kent State University
Nancy Hubschman	School Nurse	Keira Hubschman	Otterbein University	Samuel Scillia	Columbus Gifted Acad.	Santo Scillia	Eastern Kentucky University
Robert & Jada Jackson	Independence HS/East HS	Raina Jackson	University of North Carolina-Ashville	Kelly Siegel	Clinton ES	Christopher Siegel	Ohio University
Richard James	Arts Impact MS	Richard James	The Ohio State University	Carol Lynch	Sullivant ES	Anna Tai	Capital University
Rita Atlogovich	Ft. Hayes Career Center	John Kincaid	The Ohio State University	Julie Thomas	Counselor	Emma Thomas	University of South Carolina
Kristina Naegele	Columbus Downtown HS	Kate Kinley	Capital University	Anthony Thornton	Mifflin HS	Aman Thornton	Clemson University
Sheri Waukelic-Koehler	East HS	Dani Koehler	The Ohio State University			Ayana Thornton	Kentucky State University
Lori Quier	Columbus Online Acad. K-8	Kimberly Kollmer	The Ohio State University	Susan Marcus	Georgian Heights ES	Abigail Towne	Ohio Wesleyan University
Cindy Love	CEA	Maura Lamb	University of Cincinnati	Michelle Weber	Maize ES	Cole Weber	Ashland University
Rebecca Lang	Parsons PreK-5	Miriam Lang	Ohio Wesleyan University	Janice White	Oakmont ES	Jada White	Capital University
David Leatherwood	Centennial HS	Benjamin Leatherwood	The Ohio State University	Jeannette Wilks	Champion ES	Hayden Wilks-Mitchell	Kent State University
Lila Levendoski	Alpine ES	Melissa Levendoski	The Ohio State University	Clayton Wrighter	Columbus Africentric HS	Terrence Wrighter	Florida Gulf Coast University
Courtney Sheehan-Lobert	Northtowne ES	Megan Lobert	The Ohio State University	Kara Young	Parsons PreK-5	Madelyn Young	The College of Wooster
Eric Mann	Valleyview ES	Callista Mann	Bowling Green State University				

### Columbus Education Association Statement on Levy and School Board Wins: "Now The Real Work Begins"

COLUMBUS, Ohio – November 7, 2023 – The Columbus Education Association (CEA), the Union representing more than 4,500 Columbus City Schools educators, expressed gratitude to the Columbus community for its support following passage of Issue 11, the Columbus City Schools Levy. CEA also congratulated three CEA-endorsed School Board candidates who won their respective races: incumbent member Dr. Tina Pierce and new members Sarah Ingles and Brandon Simmons.

"This election made clear that our community is as hungry for a new day in Columbus City Schools as our educators" said CEA President John Coneglio. "With a new Superintendent, new Board members, and our community stepping up to provide the financial resources our students need, we are headed in the right direction. Now the real work begins, working with our community to hold our leaders accountable to their commitments of reinvesting in our students and revitalizing our District."

Passage of Issue 11 by voters will allow Columbus City Schools to retain hundreds of CEA student support positions, such as Social Workers and Counselors, expand the District's Pre-K program, and make numerous school building improvements. CEA members worked to support Issue 11 alongside the Union's community partners in the Columbus Education Justice Coalition by sending postcards, canvassing neighborhoods, recording videos, phone-banking, writing op-eds, hosting campaign events, and more.

The Columbus Education Association is the union representing over 4,500 teachers, librarians, nurses, counselors, psychologists, and other education professionals in Columbus City Schools. The Columbus Education Association is a proud affiliate of the Ohio Education Association and the National Education Association.

### Honoring Veterans

Join CEA in honoring our members who have served in the U.S. Armed Forces. We salute them for their patriotism and love of country.

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



**Army:** Robert Knecht, Jr. ★ Carole Sullivan ★ Laurie Tufts ★ Melissa Willis ★

**Air Force:** Debbie Avery ★ Allison Grosh ★ Jenna Scheidegger ★ Molly Selan ★ Deb Strouse ★

**Coast Guard:** Douglas Drake ★

**Air National Guard:** Debbie Seastone ★

**Army National Guard:** Debbie Avery ★ Damien Caldwell ★

We salute our veterans and give them our deepest respect. Thank you for your service.

# 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://www.ceahio.org/wp-content/uploads/2023/11/Grievance-231113-13.pdf>.

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 held. Board of Governors voted to send to 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

## Paid Holidays: Know Your Leave Balance

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including the week of Thanksgiving, also known as "Wellness Week". However, pay for holidays is not a given. Members who are not in a "paid" status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.

## United Way Prize Winners

We want to thank all of you who donated so generously to our United Way Campaign this year. Your thoughtful giving will enable many of our students to be able to succeed in many ways. The following members are our lucky prize winners this year:

Donation Level	Prize	Winner(s)
Early Bird Plus (4)	\$25 Amazon.com Gift Card	Cynthia Zahler (Olde Orchard) Michael Warren (Boys Prep) Nancy Thomas (Maize) Corey Grubbs (Southland)
Become a Leadership Club Members \$500+ donation (2)	\$150 Target® Gift Card	William Engleman (West) Ellen Bonk (Huy)
\$60+ Level & Payroll Deduction (1)	\$100 Target® Gift Card	Bruce Nicely (NPSS)
\$250 Level (4)	\$50 Amazon.com Gift Card	Stephanie Mills (Maize) Brandy Koeth (Indianola Informal) Ebony Johnson (Southland) Carol Lynch (Sullivant)
\$125 Level (8)	\$25 Target® Gift Card	Daniel Showalter (Avalon) Jason Frank (Ft. Hayes HS) Diane Burkitt (Southland) Jada Jackson (East) Claudia Eschelbach (Marion-Franklin) Stacey Christenson (ECE) Jeanne Yungfleisch (Binns) Kelly Angel (Fairwood)
\$60 Level (5)	\$25 Gas Cards	Roxanne Martin (Hiltonia) Rebecca Ondo (Woodward Park) Courtney Coman (Broadleigh) Jai Scott (Ecole Kenwood) Erica Golden (Lindbergh)

## PAR Presents...

The Peer Assistance & 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. 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)

## FR Workshop Attendance

We thank all the Faculty Representatives who attended the CEA FR Workshop on Thursday, Nov. 2. The work you do is vital. You are the core of our organization, bringing the concerns of the member-

ship to our Association leaders and sharing Association news with our members. Thanks to the following units who had one or more members attend the Fall Faculty Representative Training:

17th Ave. Service Center, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Berwick PreK-8, Binns ES, Briggs HS, Broadleigh ES, Building Substitutes, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Central Enrollment, Champion MS, Clinton ES, Columbus Africentric EC ES, Columbus Gifted Academy, Columbus International HS, Columbus Online Acad. K-8, Columbus Spanish Immersion, Como ES, Duxberry Park ES, East Columbus ES, East HS, Eastgate 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, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Liberty ES, Lincoln Park K-6, Lindbergh ES, 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, Northland HS, Northtowne ES, Nurses, Oakmont ES, OT/PT, Parsons PreK-5, Part-Time Intervention Specialists, Psychologists, School Counselors, Shady Lane ES, Sherwood MS, Social Emotional Learning Practitioners, South HS 7-12, Southland, Southwood K-6, Special Ed/VI Coordinators, Speech & Language, Starling PreK-8, Student Support Center, Trevitt ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, Westmoor MS, Wheelstone HS, 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: **Fetema Wilson, Trevitt ES; and Ashley Carter, Columbus Africentric EC 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).

**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 [feewaivers@columbus.k12.oh.us](mailto:feewaivers@columbus.k12.oh.us) if you need assistance.

**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).