

Your Dues Dollars at Work: Mini Grants

CEA is excited to announce the 2023 Fall Mini Grant recipients. More than \$29,000 has been awarded for a wide array of transformative and high-impact projects that will lead to higher student achievement in all academic areas. Please join us in congratulating the following CEA members:



Early Career Educator Grant

(open to CEA members in years 1–5) up to \$450 awarded per grant

Jacqueline Andrews	Columbus Online Acad. K-5	Tin Foil Sculpture
Anna Baker	Cedarwood ES	Orff Instrument Ensemble
Brandi Braker	Woodcrest ES	Inclusive School
Sara Forchione	Berwick, Georgian Hts, Johnson Pk, Salem, Shady Lane ES, Sherwood, West & Hudson	Gross Motor Skills & Multi-Sensory Approach
Tiffany Hairston	Livingston ES	Lets Get Regulated!
Alexander Kovaka	Linden-McKinley STEM Acad.	New Educator Classroom Supplies for Geometry
Morgan Kreuz	Huy ES	Increasing Speech & Language Skills Through Use of Diverse & Inclusive Materials
Megan Lemon	Shady Lane ES & Lincoln Park ES	Communication is Key!
Emily O'Sullivan	Columbus Africentric ECHS	Creating a Positive, Comforting, & Safe Space at CAEC
Isabella Petit	Northland HS	Biology Labs and Classroom Materials
Nicole Romanelli	Woodcrest	Woodcrest Stars Present

General Grant

(open to all CEA members) up to \$400 awarded per grant

Jennifer Baloy	Speech & Language Pathologist	Adapted Picture Books to Support Communication & Literacy
Amanda Beirne	Huy/AG Bell	Books and Manipulatives to Support Language and Vocabulary of the SNP Curriculum
Olivia Bennett	Speech Pathologist, Oakland Park	Cause/Effect and Sensory Activities for our Beginning Language Learners
Allison Brooks	CCPSG	Music For All- Instruments and Supplies
Peggy Callander	Berwick K-8	Fundations Letter Board
Carrie Dvorsky	Parsons ES	Adaptive Music Instruments & Tools
Jim Eley	Westmoor MS	Habits of a Successful Band
Sonja Ford	Berwick	Sensory Play
Bridget Hamilton	Briggs HS	Building a Thinking Classroom in High School Math
Sarah Heinselman	Liberty ES	Speech & Language Therapy Materials
Katherine Kinnach	Columbus North Int'l HS	Diverse Spanish-language Library
Paul Lasker	Beechcroft HS	Science Fair
Amy Lehotsky	South HS	Digital Illustration
Mary Mayer	Buckeye MS	Method Books for MS Musicians
Kathleen McAfee	Woodcrest	4th Grade History in the making
Christopher McVay	Devonshire ES	Learning to Escape with Math, Science, ELA & SS!
Candice Michel	Winterset ES	Manipulatives for Engaging Speech & Language Therapy
Kimberly Miesse-Hoy	Berwick K-8	Team Work through Sensory
Lisa Mitchell	Huy/AG Bell Speech Dept	Adaptive Books
Martha Oliver	Wedgewood MS	Legacy Mosaic Tiled Wall
Laura Rigg	Berwick K-8	Band Method Books
Daniel Schaible	Johnson Park MS	JPMS Music Stand Update
Eddy Stevens	Columbus Downtown HS	Classroom Management Senior Teaching Acad.
Rachel Stillwell	Huy Elem	Love Needs No Words
Ryan Swartz	World Language MS	Instrumental Method Books
Abby Watson	Beatty Park ES	Career Introduction Project
Lauren Weaver	École Kenwood	Hands on Activities for Speech Therapy

Mary West	Indian Springs ES	Science of Reading Decodable Books
Wanda (Beth) Wood	Buckeye MS	Building a Thinking Classroom Implementation
Amiee Wyatt	Columbus Scioto 6–12	Fraction Fridays
Jenny Young	Livingston ES	Nurse Jenny's Care Cubby

PBIS/SEL Grant

(open to all CEA members) up to \$400 awarded per grant

Amy Bremer	Watkins ES	The BeeHive: Regulation Room
Stacy Camp	Columbus Scioto 6-12	PBIS - Classroom Store / Rewards
Arielle Caradonna	East Columbus ES	Calmng Corner Coping Tools
Rebekah Chonjo Boateng	Parkmoor ES	Flexible seating/ standing desk
Aimee Crosby	Beatty Park ES	PBIS
Anna Dinardo	Columbus Int'l HS, Columbus Downtown HS	SEL fidget toys
Leslie Felder	Columbus Downtown HS	Peace Seekers
Jessica Fix	Buckeye MS	Take 5 Space
Jennifer Geistfeld	World Language MS	Around the World (Spring) Community Event
Martha Glaze	Champion MS	7th Grade CASEL Scholar
Renee Gray	PAR/17th Ave	Supporting New School Counselors
Jill Grimm	Ridgeview MS	PBIS Rewards
Alisha Hale	Berwick K-8	Caught Being PAWSitive
Taylor Hardy	Beatty Park ES, Trevitt ES	Race to the Top With Unified Arts, PBIS Specials Murals
Kamilah Hawthorne	East Columbus ES	Let Me Run
Megan Jewell	Eakin ES	School Counseling SEL Support
Ashley Kay	Indian Springs ES	SEL Center Supplies
Erin Lewis	Yorktown MS	Regulating Space
Kate Medwid	Whetstone HS	PBIS: Classroom Games and Rewards
Whitney Moses	Eastmoor Acad HS	PBIS Incentives
Lisa O'Neill	West Broad ES/Burroughs ES	SEL Groups
Lauren Sferrella	Devonshire ES	Classroom Calm Down Boxes
Julie Thomas	Ridgeview MS	SEL at Ridgeview
Alexa Tonski	Berwick PreK-8	Caught Being "PAWS"itive Classroom Rewards

STEAM/STEM Grant

(open to all CEA members) up to \$600 awarded per grant

Tracy Adkins	Starling PreK-8	Project Lead the Way
Andrea Cywinski	Como ES, AIMS, Ft Hayes HS, CAHS	Assistive Technology for Occupational Therapy Fine Motor Tasks
Tabitha Fisher	Avalon ES	Seeds of STEM - Avalon Kindergarten Bird Watchers
Janaya Foster	Livingston ES	STEAM ON
John Harrison	Whetstone HS	Investigating Electrical Circuits
Mackensie Park	Independence HS	Math manipulatives!
Carrie Shivers-Mazzei	Georgian Heights; Binns ES	Building Thinking Classrooms
Amanda Viau	World Language, Yorktown, Colerain, Avalon, Weinland Pk, École Kenwood, CSIA, Valley Forge ES	Full STEAM Ahead in the Library
Skylar Weber	Independence HS	Independence HS STEM Club

Mini Grant Checks Will Be Available Soon: Checks will be available for pick up from Monday, Nov. 27 through Friday Dec. 1, between 8:30 a.m.–4:30 p.m. On Tuesday, Nov. 28, checks will be available for pickup until 6 p.m.

Observation Exhaustion

The last thing teachers need is another supervisor assessing their performance and more paperwork. This is always the case, but especially when the extra supervisor is a non-District vendor employee with their own company agenda. Yet, in elementary and middle schools across the District, CEA members have been directed this year to participate in mandatory classroom observations (sometimes including pre- and post- conferences and “homework”) conducted by employees of HMMH, Solutions Tree, iReady, Curriculum Associates, and other vendors.

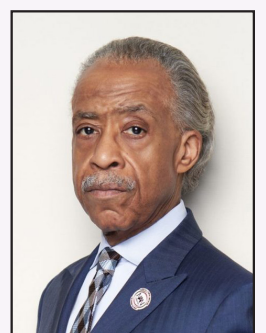
The mandatory extra work isn't just bad practice, it's a violation of multiple provisions of our *Master Agreement*. In particular, Article 401.02 of our *Master Agreement* makes crystal clear who is responsible for assessing a teacher's performance. In all cases, it's an employee of the Board. On November 10, CEA filed a Step Two grievance regarding these mandatory vendor observations. We have informed the district that we are, as always, open to dialogue on the issue, but not at the expense of enforcing our *Master Agreement*.

The last thing teachers need is another supervisor assessing their performance and more paperwork. CEA is taking action to make sure you don't have one. We'll update members as the grievance process continues.

Attend the MLK Dinner

The Columbus Education Association's 43rd Annual Dr. Martin Luther King, Jr. Humanitarian Awards Dinner will Thursday, January 11, 2024. The Social Hour starts at 6 p.m. with dinner following at 7 p.m. The event will be held at the Columbus Convention Center (Battelle South Ballroom), 400 North High Street.

This year's speaker, The Reverend Al Sharpton, an internationally renowned civil rights leader, founder and President of the National Action Network (NAN), which has more than 100



Rev. Al Sharpton

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The CEA Master Agreement is set to expire in fewer than 630 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/3ukmROI>.

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
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement during the 2023-2024 school year, when they directed bargaining unit...	Grievants shall be made whole, including but not limited to the following: The Board shall cease and desist from directing bargaining unit members to participate in mandatory classroom observations (inclusive of pre- and...	Filed at Step 2 pursuant to Article 110.06 of the CEA-CCS Master Agreement
CCS Administration	The CCS/CEA Master Agreement was violated when the district docked the grievants' supplemental coaching contract without being in compliance with the discipline procedures...	That the grievant be made whole in every way, including but not limited to the restoration of the full supplemental contract and that no reprisals be taken against the grievant due to the filing of this grievance.	The Teacher will receive payment for the remaining 10% of his supplemental coaching...

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chapters across the country. Hailed by former President Barack Obama as a "champion for the downtrodden," Reverend Sharpton is the host of "PoliticsNation" on MSNBC; a nationally syndicated daily radio show "Keepin' It Real;" and a nationally broadcast radio show on Sunday titled, "The Hour of Power." A disciple of the teachings of the Rev. Martin Luther King, Jr., Reverend Sharpton has been at the forefront of the modern civil rights movement for nearly half a century. He has championed police reform and accountability, calling for the elimination of unjust policies like "Stop-and-Frisk." He has fought for voting rights, equity in education and healthcare, and LGBTQ rights.

Reserve your seat today! Tickets are \$40 individually or tables of (8) are \$320. For reservations, call CEA at (614) 253-4731.

Honoring Veterans: Thank you for your service.

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:

Army: John Moore ★ Withenia Moore-Williams ★ Dawn Berenzweig ★

We salute our veterans and give them our deepest respect.

Results of the Special Fall Election

Middle School Governor at-Large:

Cassandra D. Daniels (759) Run-off Candidate

Keith Emrick (726) Run-off Candidate

Jennifer Harvey (322)

Susie Stoff (175)

Please note that there will be a runoff election for the position of Middle School Governor-at-Large. The voting period will begin Tuesday, Dec. 5 and end Monday, Dec. 18. Ballots will be picked up and tallied on Tuesday, Dec. 19.

HS Governor at-Large:

Clarence W. Daniels, Jr. (1098) Christopher Monteiro (733)

2023 OEA Delegates - December

By election: Kelsey Gray (1177), Faye Love (703), Dr. Lisa R. Johnson (695), and Allison Volz (575), **Alternates:** Tiffany Hairston (456), Dajsha Williams (298), Timothy Whiting (270), Leondra Baker (192), Caitlynn Dauterman (191), and Laura Wintle (178)

Schools with invalidated and uncounted results:

Devonshire ES (no certification form)

Eakin ES (sent through school mail, not received by 4:30 11/15)

No Envelope for pick-up:

South HS, East Linden ES, Dominion MS, and Juvenile Intervention Center

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 Kellie Wilburn, Eastmoor Acad. 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.

The **Professional Leave Fund** for the **2023-2024** school year **has been exhausted**. The earliest date to apply for the 2024-2025 school year is **Aug. 1, 2024**.

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.ccs.oh.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.

Get Active from Home: Did you know that you have access to free and on-demand fitness classes at your fingertips? All CCS employees can participate in our virtual fitness classes - including substitutes and part-time employees. Classes can accommodate all levels of fitness from beginner to advanced. With a variety of classes offered such as full body circuit, yoga flow, Zumba, stretch & refresh, power half hour and more, you can be sure to find a class that fits you! To find out how to participate, go to <https://bit.ly/40s9ub4>.

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>.

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. Go to <https://www.educu.org/join-today/>. **Open your account today!**

Members of CEA: If you are not receiving electronic communications from CEA, email herbnb@ceaohio.org with your name and non-CCS email address.