

Rev. Al Sharpton, Keynote Speaker for MLK Awards Dinner

The longtime freedom fighter takes no days off as he continues to rally for the civil rights of marginalized communities.

For decades, the Rev. Al Sharpton's advocacy has placed him at the forefront of seeking equality and peace for Black families who have fallen victim to racial violence and an unfair justice system.

Sharpton is well known for garnering national attention and bringing public awareness to racial adversities such as police brutality, America's housing crisis, hateful acts against Black individuals, and other actions that target the civil rights of Black Americans.



Rev. Al Sharpton

Sharpton stands on the shoulders of past change makers in the civil rights arena. Dr. Martin Luther King Jr., Rep. John Lewis, his mentor, the Rev. Jesse Jackson, and others played a role in Sharpton's unwavering commitment to civil rights and advancing Black communities through nonviolent resistance.

At 69 years old, Sharpton still stands strong as the go-to advocate who continues to publicly protest, and there are no signs he is slowing down.

The Columbus Education Association's 43rd Annual Dr. Martin Luther King, Jr. Humanitarian Awards Dinner will be **Thursday, Jan. 11, 2024**. Reserve your seat today! Tickets are \$40 individually or tables of (8) are \$320. For reservations, call CEA at (614) 253-4731.

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.

Want to Get Out of Your Three-Year Commitment And Be Somewhere Different Next School Year?

Your Union knows that from time-to-time issues arise at your current assignment, especially during your three-year commitment. Sometimes bargaining unit members experience strong philosophical differences with the program(s) within their current assignment. Other times, they experience health and/or safety issues within their current assignment.

Bargaining unit members that believe their skills would be best utilized in another assignment within the district have the opportunity to request a voluntary staff reduction from Human Resources. Two reasons can be cited to request a voluntary staff reduction: philosophical differences or health and safety concerns. Individuals who are interested in requesting a voluntary staff reduction must submit their request in writing to HR.

Any full-time contract bargaining unit member can request a voluntary staff reduction. You are not required to inform your administrator, or to ask their permission, to seek a voluntary staff reduction. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administrators. Keep in mind that requesting a voluntary staff reduction is just that—a request. Ultimately it is the decision of HR whether or not to grant each bargaining unit member's voluntary staff reduction request.

The deadline for teachers to submit their request for a voluntary staff reduction based on philosophical differences has not yet been agreed to between your Union and the Administration. Individuals requesting a voluntary staff reduction must

provide specific reasons for making the request; simply writing that you want a voluntary staff reduction is not enough. Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified of their outcome by HR in late January or early February.

Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. One form **MUST** be submitted by **EACH** teacher, which will be done electronically for the upcoming 2024–2025 School Year. You must submit this form and one proposed calendar for **EACH** job share partner. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR).

To download the job-share packet for the 2024–2025 school year, download it at <https://bit.ly/3N56DzD> or go to the CCS Intranet.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <https://bit.ly/jobshare2425> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m., Monday, Dec. 18.

On Tuesday, Dec. 19, a list of potential job-share partners will be emailed to each applicant completing the online form to assist in finding a job-share partner. Each partner's completed job-share packet must be submitted to CCS Human Resources, no later than 5 p.m., Friday, Jan. 12.

If you have further questions about job sharing, contact Cindy Love at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

Columbus
Education
Association

cea

Master
Agreement
2022–2025

Get Fit in the New Year!

Get a jump start on your New Years Resolution! When looking for the best nutrition advice, it's easy to become overwhelmed with all the information available. From supplements to address your health concerns to diet plans designed to meet all your needs, figuring out the best option for you and your health can be a challenge.

The good news is that there are specialists in the field of nutrition. A Registered Dietitian, or R.D., is an expert in the field of food and nutrition who can help promote health and manage disease.

With the newest CCS Wellness programming, called Dietitians on Demand, you can meet one-on-one with a registered dietitian who can provide you with a personalized plan

DIETITIANS ON DEMAND

Our Service:

- Private sessions with a Registered Dietitian
- Flexible schedule
- Individualized coaching and customized education: Weight Management, Blood Pressure Control, Blood Sugar Regulation, & more
- Wellness benefit through employer

Get started today!

CONTACT ELANA BURKE
Call: 614-451-2900
Email: elburke@ceaohio.org
Call Referral: www.lifecarealliance.org/referral/

WWW.LIFECAREALLIANCE.ORG/REFERRAL/

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The CEA Master Agreement is set to expire in fewer than 623 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/47A1FTH>.

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...	The following negotiated settlement agreement is entered into between the Columbus...
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...
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...	Grievants shall be made whole in every way, including but not limited to: Bargaining unit members in the School Counselor and Social Worker classifications shall be compensated at a rate equal to \$788,000.00...	Filed at Step 2
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement by incorrectly calculating accrual of sick leave and...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: sick leave accrual, and other sick leave benefits shall be recalculated and revised in a manner consistent...	Filed at Step 2 consistent with Article 110.06 of the Master Agreement.

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and individualized education. Anyone can meet with a dietitian. Whether you want to lose weight, better manage a specific medical condition, improve your overall health or boost your athletic performance, a registered dietitian can help. Visit their website at <https://www.csoh.us/Page/12375> to get started today.

Grants for New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients. Interested teachers should go to <https://bit.ly/3sP8v8L> to download the application form. Grant applications can be emailed to Emeri Ferguson, Grant-in-Aid Chairperson, at eschwartfigure@gmail.com. Completed grant applications must be received by Dec. 15, 2023. Grant recipients will be notified by Jan. 19, 2024.

NEA Launches New Cell Phone Program

The NEA Wireless Program is offered in partnership with Consumer Cellular, a top-rated wireless provider that provides cellphones and no-contract service plans and uses the networks of the largest cellular providers in the U.S., with access to 99 percent of the U.S. population! This new program offers NEA members and their families affordable and flexible cell phone service plans.

The NEA Wireless Program provides members with superior nationwide coverage with plans starting as low as \$20 per month. Family members can also be added for just \$15 per month. With no termination, contract, or activation fees, members have fee-free flexibility and may change rate plans mid-month without penalty. They can receive \$50 off each new line activated by Dec. 31, 2024, applied as individual \$5 credits on ten (10) monthly invoices.

You can check out the programs at NEA Wireless Program: <https://www.neamb.com/products/nea-wireless-program>.

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.

Dec. 12	Equity: Bias in Education - Becoming an Anti-Bias Educator Professional Library@Hudson 4:30-6:30 p.m.
Jan. 9	211 Process, The Contract and District Policies AIMS Cafetorium 4:30-6:30 p.m.

Jan. 23	Equity - Exceptional Students Paul Lindquist Room @ Hudson 4:30-6:30 p.m.
Jan. 24	Gardening-Vermicomposting 2548 Carmack Rd, Columbus 4:30-6:30 p.m.

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.** 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.

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.

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.eduu.org/join-today/>. **Open your account today!**

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

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; **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. Call CEA at (614) 253-4731 with questions.

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.

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**.