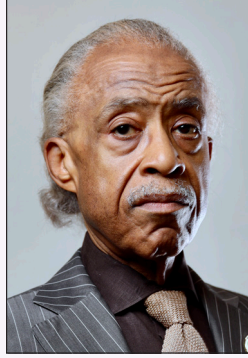


Attend the MLK Dinner

The Columbus Education Association’s 43rd Annual Dr. Martin Luther King, Jr. Humanitarian Awards Dinner will Thursday, Jan. 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.



Rev. Al Sharpton

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 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.

Angione, Traci Arway, Tabettha Baumann, Heidi Baxter, Larry Carey, Courtney Coman, John Coneglio, Karla Corbett, Traci Cottrell, Rebecca Coyne, Cassandra Daniels, Clarence Daniels, Carla Davis, Joseph Decker, Carol Dixon, Angel Dyer Sanchez, Keith Emrick, Victoria Evans, Marty Flood, Thomas Gibson, Ellen Giovinazzo, Kelsey Gray, Ashley Green, Jill Grimm, Lauren Haga, Jennifer Harvey, Tai Hayden, Philip Hayes, Jacquia Hearn, Megan Hinz, Jeremiah Holmes, Jada Jackson, Robin Jeffries, Jeannette Johnson, Lisa Johnson, Lolita Johnson, Tara Johnson, Traci Johnson, Christopher Klemm, Christopher Kopp, Jennifer Kuhns, Cynthia Love, Gregory Mild, Alyssa Mitchell, Christopher Monteiro, Teri Mullins, Raylene Polchow, Kathryn Roston, Dale Rucker, J Sanchez, Cynthia Smithers, Allison Volz, April Walsh, Jessica Washam, Melissa Wendt, Christopher Weyand, Merele Wilder, Dajsha Williams, Constance Workman, Kari Yates, Ardelia Young, Angela Zalenski, Dwayne Zimmerman, and Jennifer Zutterling.

CEA Negotiates New Pathway to Licensure MOU for Building Substitutes

CEA’s newest members, nearly 300 full-time Building Substitutes who organized to join our Union in the spring, now have the option of achieving regular teacher licenses through a new pathway program MOU signed by President Coneglio and Superintendent Chapman at the end of November. The program, a result of commitments made by the District during negotiations for an initial collective bargaining agreement, will provide interested Building Substitutes the opportunity to complete the ODE Alternative Licensure pathway. Thanks to the MOU, all required courses will be paid for by the District and an additional bonus will be offered for licensure in high-need areas.

The new agreement has multiple benefits not just for Building Substitutes, but for all CEA members. Transitioning Building Substitutes who are already committed to Columbus City Schools students into licensed, regular teaching positions will help to alleviate the ongoing teacher staffing shortage. Additionally, because the District previously announced that even with levy passage, position reductions would be made to the 100% ESSER-funded Building Substitute program, the MOU will help achieve CEA’s goal of ensuring that each and every bargaining unit member finds a home within our District for the 2024–2025 school year.

As this edition of the *Voice* went to press, the District notified CEA that more than 65 Building Substitutes have already expressed interest in utilizing the new process to achieve regular licensure. Thanks to our collective efforts to organize Building Substitutes into our Union and the dedication of their CEA bargaining team, they will now have that opportunity.

CEA Delegates at the OEA RA

Your Union thanks the following delegates for their attendance at the Fall OEA Representative Assembly:
Keith Adams, Jamel Ammons, June Andrews, Melissa

Classroom Observations Grievance Update

On Nov. 10, CEA filed a step two class-action grievance against the District regarding mandatory classroom observations performed by third-party vendors such as iReady, HMH, and Curriculum Associates. A step two hearing was held on Dec. 1 with District Hearing Officer Jason Alexander. On Dec. 4, CEA received a formal step two response from the District regarding the grievance.

As has become predictable when the District hears a case against itself, the grievance was denied in its entirety. Incredibly, despite a mountain of vendor debrief and teacher evaluation forms presented, the District states in its response that “the purpose of the observations are to evaluate the efficacy of the third-party vendor’s program — not teacher performance”. In regards to an increase in clerical work related to the observations, also a violation of our *Master Agreement*, the District writes that “while there is certainly some increase in such work, it cannot reasonably be said that the increase is a ‘substantive increase’ in violation of the *CEA-CCS Master Agreement*.” Fascinatingly, the formal grievance response is dated Nov. 14 — four days after the grievance was filed but a full two weeks before the grievance hearing was held.

Your Union fully anticipated that the District would find itself innocent in this matter. At the Dec. 14 CEA Board of Governors meeting, leadership and staff will ask your Board of Governors (BOG) to vote on forwarding this case to arbitration, where a neutral arbitrator will render a final and binding decision. Pending BOG approval, CEA anticipates an arbitration hearing to take place in the spring.

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 con-



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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/3Gzmh2g>.

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 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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cerns. 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 is Friday, Jan. 12. To submit your request, go to <https://bit.ly/3Gyi92H>. 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).

CEA will compile a list of bargaining-unit members who are looking for job-share partners. Go to <https://bit.ly/jobshare2425> to add your name 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.

To download the job-share packet for the 2024–2025 school year, go to <https://bit.ly/3N56DzD> or the CCS Intranet. If you have further questions about job sharing, contact Cindy Love at (614)

253-4731. If you are planning to job share and carry insurance through CCS, the rate will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

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 member has been approved for Catastrophic Leave and is 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.

CEA Special Fall Runoff Election: The following elected positions will be filled in the **2023–2024 Special Fall Election**: Governor for Middle School At-Large. The **voting window is now open and ends Monday, Dec. 18**. Members of the Elections Committee will **collect ballots for tally Tuesday, Dec. 19**. Call CEA Elections Chair Brittany Pierce at (440) 225-2631 with any questions. District 9 and 10 will be mailed to their home address on file.

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, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates. Interested teachers should go to <https://bit.ly/3sP8v8L> to download the application. 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.