



MLK Award Winners Announced

CEA is pleased to announce this year's Dr. Martin Luther King, Jr. award winners. We will honor them at the 43rd Annual CEA Dr. Martin Luther King, Jr. Awards Dinner, set for Thursday, Jan. 11, 2024, in the Battelle South Ballroom at the Columbus Convention Center (400 N. High St.). Rev. Dr. Keith A. Troy and Minister Brenda F. Troy will receive the Dr. Martin Luther King, Jr. Humanitarian Award. It is given for distinguished service in the community in the areas of education, social justice, or human and civil rights.

The Rev. Dr. Keith A. Troy has served as the Pastor of the New Salem Baptist Church since October 1983. During that time, he has grown the congregation to more than 5,000 members. Under his direction, New Salem's Renaissance Development Corporation was a lead partner in the Agler Family Housing Project, a faith-based collaborative involving the construction of a 144-unit multi-family housing project. Additionally, Dr. Troy's vision helped pave the way for the Renaissance Community Village, a 33-unit affordable housing complex serving the special needs of large families. Among his other initiatives include the development of a food pantry, a childcare center with a latchkey program, the Kings Corner bookstore and the development of New Salem Manor, a 31-unit senior citizen housing complex involving a collaborative partnership between HUD and the New Salem Church CDC.



Pastor Dr. Keith A. Troy & Min. Brenda F. Troy
New Salem Baptist Church

Minister Brenda F. Troy is the wife of Dr. Keith A. Troy and serves as the director of New Salem's Promiseland Children's Ministry, the Hospitality Department, and the Woman of Power Ministry (WOP), where she has served for more than 20 years. Through her passion to serve women she founded the Woman of Power Retreat and Conference. In 2012, she established the Sankofa House, a safe haven for women coming out of prison and reentering society. She also established a WOP Clothing boutique that provides free clothing for women, men, and children. In addition, she further helped to establish a community collaborative with more than 12 agencies to deliver programs to community residents. This outreach has allowed her to counsel more than 2,500 women.

Jeannette Johnson will receive the Helen Jenkins Davis Award. It is named after the first black teacher hired by the Columbus City Schools. It is given to a Columbus teacher who has worked to promote social justice, diversity, and human rights.

Jeanette has taught for 35 years in Columbus City Schools and is currently a second grade teacher at Berwick PreK-8. Her commitment to promoting diversity and addressing social injustice is vividly reflected in her innovative curriculum. She carefully selects a variety of picture books that celebrate diversity and offer insights into different cultures and experiences, enriching her scholars' understanding of the world. Moreover, she goes beyond traditional teaching methods by inviting a diverse array of guests to her classroom. These guests, ranging from community leaders to cultural ambassadors, provide her students with real-world perspectives and firsthand experiences, further deepening their awareness and appreciation of social diversity and justice. This dynamic approach not only educates but also inspires her schol-

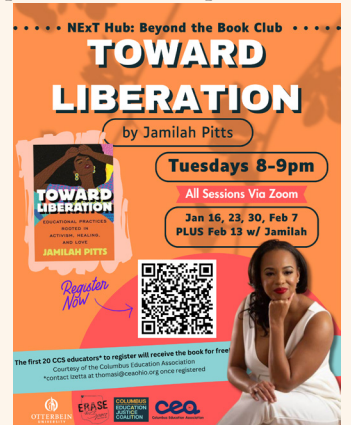


Jeannette Johnson
Columbus Educator

ars, fostering a learning environment where diversity is not only taught but vividly experienced and valued. Jeanette has been active in the Columbus Education Association and has served as a Faculty Representative, Senior Faculty Representative, and currently serves as Governor of District 5, a position she has held for many years.

Columbus Education Justice Coalition Presents Author Jamilah Pitts

NExT Hub offers networks for professional development and collaboration across school districts. Our upcoming offering for our "Beyond the Book Club" network will focus on Jamilah Pitts' book *Toward Liberation: Educational Practices Rooted in Activism, Healing, and Love*. We will be partnering with the Columbus Education Justice Coalition and Erase the Space for this discussion. Author Jamilah Pitts will be our speaker for the final session. Practicing and preservice teachers are welcome! The first 20 CEA members to sign up will receive the book free of charge.



To join the Columbus Education Justice Coalition newsletter, visit <https://tinyurl.com/SubscribeCEJC>. For more information about NExT Hub and Erase the Space, visit erasethespace.org. For additional information and questions, contact Izetta Thomas at thomasi@ceaohio.org.

Attend the MLK Dinner

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

Omission: Kriston Crombie Stotik, President of Capital District, was in attendance at the OEA Representative Assembly this month and not included in the list of attendees in the Dec. 11 issue of the *CEA Voice*. We apologize for this oversight.

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

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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 www.bit.ly/47TALq3.

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.
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 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.
Linden-McKinley STEM 7-12 Dr. Michael McCrory	Linden-McKinley Principal Michael McCrory, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline in...	Grievants shall be made whole in every way, including but not limited to the following: The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited...	Filed at Step 1.

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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.

LA Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA Officers and Staff and vote on important issues affecting your Association. Any CEA member is welcome to attend the LA. The next meeting will be held on Feb. 1. The following is a list of buildings/units that were represented at the Dec. 7 Legislative Assembly:

17th Avenue Service Center, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick PreK-8, Binns ES, Briggs HS, Broadleigh ES, Building Substitutes, CAHS, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy K-8, Columbus Spanish Immersion, Como ES, Devonshire ES, Dominion MS, Duxberry Park ES, East Columbus ES, East HS, Eastgate ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Gifted & Talented, Hilltonia MS, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Leawood ES, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Marion-Franklin HS, Medina MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parsons PreK-5, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Emotional Learning Practitioners, Social Workers, South Mifflin STEM Acad PreK-6, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling PreK-8, Student Support Center, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West HS, West Mound ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

Looking for a Job Share?

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 school year. You must submit this form and one proposed calendar for **each** job share partner. Once the job-sharing request is approved, it 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 Monday, Dec. 18, 11:59 p.m.** 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 Friday, Jan. 12, 5 p.m.

Go to <https://bit.ly/3N56DzD> to download the job-share packet, or the CCS Intranet. 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. Contact Cindy Love at (614) 253-4731 with questions.

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.

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 position 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.

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