

## Super Severance: Good Attendance Pays Off for Retirees

If you want enhanced (or super severance) pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. You will receive pay for 50% of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 also means you receive more for your unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted. To estimate the amount of your severance pay, access Employee Self Service and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.



Notifications of retirement are being accepted in electronic format only. To submit your notice of resignation, go to <https://forms.gle/qpv9t4EQAZSnpTY56>. The example below represents a retiring teacher with a yearly salary of \$108,411 (Master's at Step 31) with a daily rate of \$555.95, 410 sick leave days and 30 personal leave days.

You would receive **\$29,187.38 more** when notifying the District of your intent to retire by Feb. 1.

Notification by Feb. 1*				Notification after Feb. 1*			
Sick Leave				Sick Leave			
1st	Rate	Per Diem	Amount	Rate	Per Diem	Amount	
1st	100 days x 25%	x \$555.95 =	\$13,898.75	410 days x 20%	x \$555.95 =	45,387.90	
2nd	100 days x 30%	x 555.95 =	16,678.50				
3rd	100 days x 35%	x 555.95 =	19,458.25				
4th	100 days x 40%	x 555.95 =	22,238.00				
	10 days x 45%	x 555.95 =	2,501.78				
+ Personal Leave				+ Personal Leave			
	Rate	Per Diem	Amount	Rate	Per Diem	Amount	
	30 days x 50%	x \$555.95 =	\$8,339.25	30 days x 50%	x \$555.95 =	\$8,339.25	
<b>Total</b>			<b>\$83,114.53</b>	<b>Total</b>			<b>\$53,927.15</b>

\*This example is for illustration purposes only and is not intended for use as an official calculation.

## Is Your License Expiring?

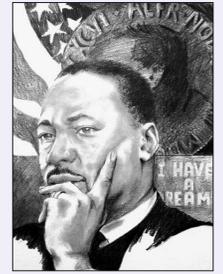
If your license from ODE is expiring June 30, 2024, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Mar. 15 to be licensed by ODE for the 2024–2025 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.



In addition to the online application, you will need to complete a background check. All fingerprinting must be completed electronically through Webcheck. A permanent certificate still requires fingerprinting every five years. The Human Resources Department, located at 3700 S. High St., oversees this process. The CCS Fingerprint Office is open Monday through Friday, 8 a.m.–4 p.m. It is important to note that face-to-face operations are on an **appointment-only** basis. To schedule a date and time to complete your fingerprints, go to <https://bit.ly/3lCxYZ9>. If you have questions about the date of your last background check, or if you don't plan to renew your license, contact Leslie Butler, Human Resources, Teacher Licensure, at [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us). Contact Leslie, as well, about questions concerning CEUs or the license renewal process.

## 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.



## Interview Process & Information Session on Article 211 (PDS#57848)

Join representatives from CEA and CCS HR for an informational session focused on the interview process and the Article 211 process. This professional development opportunity aims to provide valuable guidance for individuals seeking to transition into new positions or schools.



When: **Tuesday, Jan. 9, 2024, from 4:30–6:30 p.m.**

Where: **Arts Impact MS (AIMS) Cafetorium**

The session will feature an opportunity to get your questions answered by CEA staff and CCS HR. Gain valuable knowledge to navigate this process effectively as you consider a change within Columbus City Schools.

## 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 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.

# 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.

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 the school's office.	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 the future, and that NO REPRISALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance.	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 back pay for classroom reassignment was deemed inappropriate.	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 grievants for the filing of this grievance.	Negotiated settlement agreement reached.
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 that tutoring work typically performed by bargaining unit members would be outsourced without first following the relevant contractual procedure.	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 on an hourly equivalent basis at the contractual hourly supplemental rate, plus interest at the IRS rate, for all work performed by subcontractors.	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 members to participate in mandatory classroom observations (inclusive of pre- and post- conferences and related clerical work) conducted by non-Board third party employees.	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 post- conferences and related clerical work) conducted by non-Board third party employees. No data of any kind collected by third party employees shall be utilized by the Board in evaluation/employment decisions. Filed at Step 2 pursuant to Article 110.06 of the CEA-CCS Master Agreement	Denied at Step 2. The CEA 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 during its regular Board of Education meeting, the Board voted to subcontract bargaining unit work to "Communities in Schools" without first following the relevant contractual procedure.	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 divided by the number of bargaining unit members in these classifications, plus interest at the IRS rate. The Board shall remit to CEA 2023-2024 school year dues, plus interest at the IRS rate for 21 FTE positions.	Denied at Step 2. The CEA 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 CEA/CCS Master Agreement by incorrectly calculating accrual of sick leave and other sick leave provisions, for full-time hourly CEA bargaining unit members.	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 with Master Agreement provisions. Members shall be made whole, with interest, for any loss in pay due to incorrectly calculated leave sick leave balances. The Board shall comply with Articles 701 and 904.	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 violation, misinterpretation, or misapplication of the Master Agreement, including but not limited to: instructing bargaining unit members not to write behavior referrals, unilaterally modifying and/or failing to follow the building's discipline plan, and inconsistently enforcing dress code.	Grievants shall be made whole in every way, including 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 to Articles 208.01 and 208.03. The board shall provide appropriate administrative support consistent with these articles.	Filed at Step 1.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA Master Agreement and/or Board Policy when CEA bargaining unit members in the Library Media Specialist job title were directed to immediately remove in-circulation copies of "Gender Queer: a Memoir" from school libraries district-wide. The book was deemed "unauthorized" with no formal challenge or review process having taken place.	Grievance shall be made whole in every way, including, but not limited to the following: the directive issued on or about December 11, 2023 shall be rescinded in writing. The board and slant or its agents shall cease and desist from violating, misinterpreting, or misapplying provisions of the master agreement, including but not limited to the "Letter" on page 162, and shall comply with Board Policies po2240, po2520, and po2525.	Filed at step 2 pursuant to article 110.06 of the Master Agreement.

## 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	<b>211 Process, The Contract and District Policies</b> AIMS Cafetorium 4:30-6:30 p.m.
Jan. 23	<b>Equity - Exceptional Students</b> Paul Lindquist Room @ Hudson 4:30-6:30 p.m.

Jan. 24	<b>Gardening-Vermicomposting</b> 2548 Carmack Rd, Columbus 4:30-6:30 p.m.
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## 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](mailto:leavesofabsence@columbus.k12.oh.us).

**Education First Credit Union** exists solely to serve our member-owners. You'll benefit from lower fees, lower loan rates, and higher deposit rates. *Open your account today!* Go to <https://www.educu.org/join-today/>.

**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.ceahio.org](http://www.ceahio.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@ceahio.org](mailto:membership@ceahio.org). Call CEA at (614) 253-4731 with questions.

**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 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 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.