



## Records Day is Remote

On Wednesday, Jan. 17, there will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators. This is your day to spend working remotely on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records Day is a work day. All members are expected to work at their regular start time and work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take valuable time away from our ability to provide additional support for our students.

Columbus  
Education  
Association



Master  
Agreement  
2022-2025

## Take the CEA Staff Survey

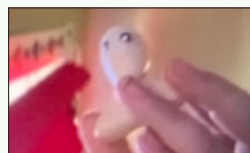
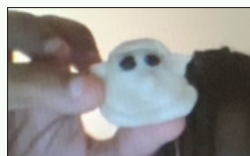
Spring is coming, and with it comes the Article 211 selective interview process. Whether you have to interview this spring or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a potential new school than from the CEA members that currently work there? Participants will be able to rate work locations on professional environment, democratic procedures, teacher involvement, and other important areas. Members may provide additional open-ended, anonymous responses on the survey.



The 2023-2024 annual staff survey will be administered online. Additionally, this year's survey will offer bargaining unit members in citywide departments the opportunity to rate their department as well. An email containing the link to the survey was sent to members' non-CCS email addresses on Friday, Jan. 12. The survey will close on Sunday, Jan. 28, at 11:59 p.m. If you did not get the email message or if CEA does not have your current non-CCS email address, send it to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org) to participate in the survey. You will be able to access this survey from home or from work. The survey results for each school/building will be published on CEA's website, so you can make informed decisions during the 211 Process.

## What Can My Union Do for Me?

All members in good standing are eligible to apply for the annual CEA Foundation Mini Grant. The CEA Foundation Mini Grant Mission Statement is, "to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students." These competitive grants were created by CEA members for CEA members.



Columbus Online Academy (COA) Visual Arts teacher, Jackie Andrews, taught creative clay sculpting to her 4th and 5th graders because of the CEA Foundation Mini Grant. Jackie stated, "The mini-grant provided funds for each student in 4th and 5th grades to receive Sculpey Clay and sculpting tools. The clay provided students at COA the same creative opportunities as fellow CCS brick and mortar schools have to work in additive and reductive sculpture. Each student received 2 ounces of Sculpey clay. We worked in miniature for

four lessons: Lesson 1: face sculpture; Lesson 2: animal sculpture; Lesson 3: abstract sculpture with texture; and Lesson 4: free choice.

The projects were baked at home. Criteria for success included, demonstration of additive and reductive sculpture techniques, demonstration of texture in sculpture, and the demonstration of human and animal anatomy in placement of features. "THANK YOU, CEA!! The kids loved it!"

## Result from the Middle School Governor-at-Large Runoff Election

Keith Emrick (1,032 votes) was elected to the position of Middle School Governor-at-Large in the CEA Fall 2024 Runoff Election. Cassandra Daniels (1,008 votes).

Buildings that did not have ballots for pick-up: Columbus Africentric HS, Columbus Global Acad., Windsor STEM Acad. PreK-6, Georgian Heights ES, and Columbus Downtown HS.

## Do You Have Your Continuing Contract?

It is that time of year where you can apply for a Continuing Contract. This year, bargaining unit members submit their Continuing Contract application using Google Forms only. Bargaining unit members will have to be logged into their CCS email account to utilize the online form. To utilize the online application process, go to <http://bit.ly/3vDJU4q>.

You must meet all the eligibility requirements on the application to be considered. In accordance with CEA Contract Article 401.08, to be eligible to receive a continuing contract, you **must** have the following:

- A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 3, 2024.
- At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years or if you previously had a continuing contract in Columbus or another Ohio district, you must have completed two successful years of Columbus experience. Under the new licensing standards, you must also meet the following coursework requirement:
  - If you hold a master's degree at the time of initially receiving a teacher's certificate/license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
  - If you do not hold a master's degree at the time of initially receiving a teacher's certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
  - If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2023-2024 school year, you must complete the online application and provide original transcripts. Only digital transcripts will be accepted and should be sent to [transcripts@columbus.k12.oh.us](mailto:transcripts@columbus.k12.oh.us). The electronic form and original transcripts must be received no later than Mar. 3, 2024.

Questions regarding this information should be directed to Teacher Certification & Licensure at (614) 365-6680 or [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us). All applicants will receive an electronic con-

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**The CEA Master Agreement is set to expire in fewer than 580 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 [www.bit.ly/48NYurz](http://www.bit.ly/48NYurz).

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 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...	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...	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...	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...	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...	The Board will recalculate sick leave accrual under the contract provision for impacted employees...
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, misinter...	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...	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...	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...	Filed at step 2 pursuant to article 110.06 of the Master Agreement.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall be made whole with interest for any/all loss of pay and/or benefits. The Board shall immediately remove all references to the...	Filed at Step Two pursuant to Article 404.02(E) of the Master Agreement.
Olde Orchard ES Rachel Palmer	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when the grievant was...	The grievant shall be made whole in every way, including but not limited to the following: allow the teacher to use supplemental materials as described in 2022-2025 Master Agreement letter, the the Board cease and...	Awaiting Step 2 Grievance Hearing response.

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firmation. Applicants must check their email (spam or clutter folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the Continuing Contract applications will be sent via email by Mar. 31, 2024.

## 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 about questions concerning CEUs or the license renewal process.

**IS IT TIME TO RENEW YOUR LICENSE?**

## 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. Notifications of retirement are being accepted in electronic format only.

Go to <https://forms.gle/qp9t4EQAZSnTY56> to submit your notice of resignation. 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. You will need your latest pay stub to estimate the amount of your severance pay. Access Employee Self Service and use the severance pay estimator.



## 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. 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.
Jan. 24	<b>Turn Words into Money! Teacher Grants Unlocked</b> Hudson's Linquist Room 3:30-5:30 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; and Gretchen Fabian, Whetstone HS (Nurse)**. 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).

**Spring 2024 Election** The following elected positions will be filled in the 2023-2024 election cycle: **For National and State:** NEA Local Delegates; NEA State-at-Large Delegates\*; 2024-25 OEA Delegates. **For Local (CEA):** President, Vice President, District 3 Governor (Decker), District 5 Governor (Johnson), and District 6 Governor (Giovinazzo). Declaration forms are available at [www.ceahio.org](http://www.ceahio.org). The **Declaration Period is now underway. Declaration forms must be received in the CEA office no later than 4:30 p.m., Friday, Feb. 2.** The **voting window** for units is set to **begin Tuesday, Feb. 27, and end Tuesday, Mar. 12.** Members of the Elections Committee will **collect ballots for tally on Wednesday, Mar. 13.** Call or text Elections Chair Brittany Pierce at (440) 225-2631 with any questions.

\* NEA State-at-Large Declaration Forms must be submitted to William Baird at OEA by Jan. 31, 2024.

**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.

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