



Black History Month: Every Story Matters

Black History Month stands as a beacon, illuminating the resilience, achievements, and struggles of Black people throughout the ages. It serves as a pivotal reminder of the profound contributions made by Black individuals, often overlooked or marginalized in mainstream narratives. Within the realm of education, Black History Month plays a crucial role in fostering inclusivity, understanding, and empowerment.



In classrooms worldwide, Black History Month is a canvas upon which students explore the rich stories of African heritage, from the ancient kingdoms of Mali and Ghana to the indomitable spirit of resilience amidst adversity. Through lessons, discussions, and cultural celebrations, students delve into pivotal moments like the Civil Rights Movement, where ordinary individuals catalyzed extraordinary change, reshaping the course of history.

Moreover, Black History Month serves as a platform to challenge stereotypes, dismantle prejudices, and inspire empathy. By spotlighting the achievements of Black inventors, intellectuals, activists, and artists, we can recognize and honor the diverse nature of their experience.

Black History Month ignites conversations about social justice, equity, and the ongoing quest for equality. It prompts students to confront uncomfortable truths, grapple with complex realities, and envision a future rooted in solidarity and justice for all.

Black History Month transcends mere commemoration; it becomes a catalyst for transformation, sparking critical dialogue, and nurturing a generation of empathetic, informed global citizens. By integrating the narratives of Black history into educational curricula, we not only honor the past but also pave the way for a more inclusive, equitable future where every voice is heard, and every story matters.

CEA Annual Book Drive

CEA has, once again, joined hands with the district for the Annual CEA Book Drive. It is no secret that early literacy skills help to build learning success across all subject areas, therefore



we will continue to focus on our Pre-K readers for the 2024 campaign. Our goal is to continue helping to build home libraries for Pre-K readers and their families. The campaign began Thursday, Feb. 1, and ends Friday, Mar. 1. Each member of the Columbus Education Association is being asked to donate a brand-new book to the campaign. Last year, CEA was able to deliver books to students in every single Pre-K classroom in Columbus City Schools. We would love to be able to provide a brand-new book to every Pre-K student in Columbus again this year. A suggested book list has been given to your FR for your review. Go to <http://tinyurl.com/CEABookDrive2024> to check out our Amazon wish list.

For every three new Pre-K appropriate books a member donates to the campaign, they will be entered in a drawing for VISA gift cards (four \$50 VISA gift cards). You will receive one entry for every three books donated (entry forms available from your Faculty Representative and on the CEA website). The more books you give, the more chances you have to win. Complete and

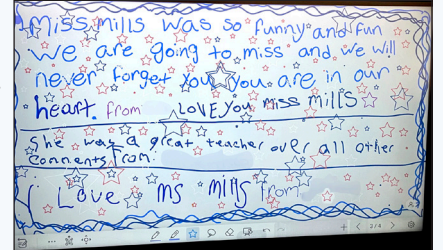
submit entry forms to Teri Mullins at the CEA office no later than Friday, Mar. 8. The drawing will be on Monday, Mar. 11.

For more information regarding this campaign, contact Teri Mullins at CEA (614 253-4731), or at mullinst@ceaohio.org. Thank you for your support of our Pre-K students. Together we can continue our 17-year legacy of putting books in the hands of our students.

Members We Have Lost

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost two members in the past week.

Stephanie Mills,
Teacher and Senior
Faculty Representative
(Maize ES) passed away
on Jan. 29, 2024.

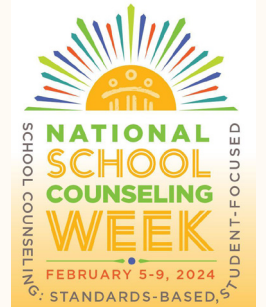


Phillip Mayo, Building Substitute (Whetstone HS) passed away last week.

Our hearts and thoughts go out to their family and colleagues.

Celebrate National School Counseling Week

The 2024 theme is School Counseling: Standards-Based, Student-Focused. National School Counseling Week is Feb. 5–9, 2024, to focus public attention on the unique contribution of school counselors within U.S. school systems. National School Counseling Week, sponsored by the American School Counselors Association, highlights the tremendous impact school counselors can have in helping students achieve school success and plan for a career.



School counselors are actively engaged in helping students examine their abilities, strengths, interests and talents; for working in a partnership with parents as they encounter the challenges of raising children in today's world; for focusing on positive ways to enhance students' academic, career and social/emotional development; and working with teachers and other educators to provide an educational system where students can realize their potential and set healthy, realistic and optimistic aspirations for themselves. School counselors are certified, experienced educators with a master's degree in school counseling. The combination of their training and experience makes them an integral part of the total educational program.

CEA recognizes the extremely important job our Counselors perform. Please reach out to your School Counselor this week and thank them for a job well done.

Member Benefit: CEA Scholarship

Do you have a child graduating high school? Would you like financial assistance with their college education? Apply for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. **Applications are due by Friday, Mar. 22, 4 p.m.** Find the application on the CEA Website at <https://bit.ly/3vU3UTC>. The document contains instructions to successfully complete the application.



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/48Z2aHu.

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.
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...	Denied at Step 1. Appealed to Step 2.
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...	Step 2 hearing held. Awaiting decision.
CCS Administration	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...	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...	Step 2 hearing held. Awaiting response.
Columbus Africentric K-12 Sherri Williams	Columbus Africentric K-12 Principal Sherri Williams and/or other agents of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when...	Grievants shall be made whole in every way, including but not limited to the following: All directives, verbal and written, regarding the specific format of lesson plans shall be immediately withdrawn. The Board shall remove...	Filed at Step 1.

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.

Feb. 6	Student Success Depends on UDL Columbus Int'l/Global Acad. Library 4:30-6:30 p.m.
Feb. 20	Using Assessments to Guide Instruction Marion-Franklin HS Library 4:30-6:30 p.m.
Feb. 28	STEM in the Garden 2548 Carmack Rd. 4:30- 6:30 p.m.

Do You Have Your Continuing Contract?

Bargaining unit members submit their Continuing Contract application **using Google Forms only**. You have to be logged into your CCS email account to utilize the online form. Go to <http://bit.ly/3vDJU4q> to access the online application process.

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.
- 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 you will be completing the requirements making you eligible for a continuing teacher contract for the 2024-2025 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. The electronic form and original transcripts must be received no later than Mar. 3.

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

Special Notes

Make a donation to the Catastrophic Sick Leave Bank: The following members have been approved for Catastrophic Leave and is in need of donated days: **Cassie Oates, Winterset ES (Building Substitute Teacher)**. 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.

Summer 2025 Fee Waivers The application period will be **open from Jan. 29 until Feb. 15, 11:59 p.m.** Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. You will automatically be sent a confirmation email once your application is submitted. Go to <http://bit.ly/2jhWSjd> to complete the online application. If you have **Priority I or Priority II status**, upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation. Go to <https://www.ccssoh.us/Page/4815> for assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance.

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, and Governors for Districts 3, 5 and 6. The **Declaration Period is closed, and forms must have been received in the CEA office no later than 4:30 p.m., Friday, Feb. 2, to be valid.** The **voting window** for units **begins Tuesday, Feb. 27, and ends 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.

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 for renewal and **apply before Mar. 15 to be licensed by ODE for the 2024-2025 school year.** In addition to the online application, you will need to complete a background check. **Fingerprinting must be completed through Webcheck.** A permanent certificate requires fingerprinting every five years. The Human Resources Department, (3700 S. High St.) oversees this process. The **CCS Fingerprint Office is open Monday-Friday, 8 a.m.-4 p.m.** Face-to-face operations are on an appointment-only basis. **To schedule a time to complete your fingerprints, go to <https://bit.ly/3lCxYZ9>.** Contact **Leslie Butler**, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us with questions.

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

