

### Results from the CEA Staff Survey

The annual 2023–2024 CEA Staff Survey, as provided for in the *Master Agreement*, is complete. Our members study the results closely during the 211 process as they consider applying for posted positions. The results are available at [www.ceaohio.org/cea-surveys/](http://www.ceaohio.org/cea-surveys/). Below are the **highest** and **lowest**-ranking work locations based on the following category averages:

	Vision	School Climate	Administrator-Teacher Relationship	Democratic Process	Instructional Programs	Instructional Resources	Professional Environment	Student Behavior	Family & Community
1	Hubbard Mastery	Cols Online Acad K-8	Hubbard Mastery	Cols Online Acad K-8	Cols Online Acad K-8	Sullivant ES	Cols Online Acad K-8	Hubbard Mastery	Cols Online Acad K-8
2	Cranbrook ES	Hubbard Mastery	Cols Online Acad K-8	Winterset ES	Hubbard Mastery	Colerain ES	Hubbard Mastery	Cols Online Acad K-8	Hubbard Mastery
3	Cols Online Acad K-8	Clinton ES	Cranbrook ES	Hubbard Mastery	Winterset ES	Avondale ES	Liberty ES	Liberty ES	Winterset ES
4	Indian Springs ES	Indian Springs ES	Liberty ES	Indian Springs ES	Liberty ES	Liberty ES	Avondale ES	Siebert ES	Liberty ES
5	North Linden ES	Siebert ES	Indian Springs ES	Northgate Intermediate 4-5	Gifted Academy @ Eve	Hubbard Mastery	Cranbrook ES	Cranbrook ES	Northgate Intermediate 4-5
6	Winterset ES	Winterset ES	Winterset ES	Liberty ES	North Linden ES	Lindbergh ES	World Language MS	Winterset ES	Indian Springs ES
7	Avondale ES	World Language MS	North Linden ES	Wedgewood MS	Cranbrook ES	Indian Springs ES	Winterset ES	Indian Springs ESS	Cranbrook ES
8	Binns ES	Northgate Intermediate 4-5	World Language MS	Cranbrook ES	Clinton ES	Binns ES	Indian Springs ES	Clinton ES	Parkmoor ES
9	Liberty ES	Colerain ES	Watkins ES	North Linden ES	Colerain ES	Clinton ES	North Linden ES	North Linden ES	Shady Lane ES
10	World Language MS	Liberty ES	Wedgewood MS	World Language MS	Binns ES	World Language MS	Sullivant ES	Avondale ES	Binns ES
👎	Walnut Ridge HS	Johnson Park MS	Avalon ES	Georgian Heights ES	Southwood ES	Weinland Park ES	École Kenwood	Moler ES	École Kenwood
👎	Moler ES	Ohio Avenue ES	Huy ES/Ag Bell	Fairwood ES	Ridgeview MS	Oakmont ES	Avalon ES	West HS	Walnut Ridge HS
👎	Salem ES	Starling K-8	Salem ES	Salem ES	West HS	Ridgeview MS	Walnut Ridge HS	Ohio Avenue ES	Fairwood ES
👎	East Columbus ES	West HS	Fairwood ES	Walnut Ridge HS	Whetstone HS	Fairwood ES	East Columbus ES	Gables ES	Salem ES
👎	École Kenwood	Southwood ES	Walnut Ridge HS	Avalon ES	East Columbus ES	East Columbus ES	Whetstone HS	Oakmont ES	Ridgeview MS
👎	Fairwood ES	Walnut Ridge HS	Ridgeview MS	Southwood ES	Walnut Ridge HS	Johnson Park MS	Ridgeview MS	Fairwood ES	Valley Forge ES
👎	Southwood ES	Ridgeview MS	Southwood ES	Ridgeview MS	Westmoor MS	West HS	Oakmont ES	Walnut Ridge HS	Ohio Avenue ES
👎	Ohio Avenue ES	Moler ES	Ohio Avenue ES	Ohio Avenue ES	Oakmont ES	Westmoor MS	Ohio Avenue ES	East Columbus ES	East Columbus ES
👎	Oakmont ES	Fairwood ES	Westmoor MS	Westmoor MS	Ohio Avenue ES	Avalon ES	Fairwood ES	Ridgeview MS	Oakmont ES
👎	Westmoor MS	Westmoor MS	Oakmont ES	Oakmont ES	Fairwood ES	Berwick PreK-8	Westmoor MS	Westmoor MS	Westmoor MS

Note: Results include work locations with a participation rate of 50% or higher on the 2023–2024 CEA Staff Survey.

### Make a Difference in Columbus, Support the United Negro College Fund

UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar raised is designated for scholarships for CCS students. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation. Please be generous in your giving.



This drive is very important, as we prepare our students for jobs in the global community. More than 60 percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come.

To make a donation, go to: <http://give.uncf.org/ccs>.

### Our New Contract Language at Work: District Pays for Outsourcing CEA Jobs

In Nov. 2023, CEA Social Worker SFR Jennifer Davis was reading the CCS Board of Education minutes when something raised a red flag: more than \$800,000 spent on 21 positions from the organization "Communities in Schools" which looked an awful lot like the outsourcing of social worker and counselor bargaining unit work. She contacted the CEA office to inquire about whether the Union was notified and engaged ahead of the potential outsourcing, as is required in our new subcontracting contract language. No such notification or meeting had occurred. CEA filed a Step Two grievance. It was predictably denied, and we appealed to arbitration.

Before an arbitration hearing was scheduled, the District approached us about a settlement. The results of those discus-



sions is a grievance settlement agreement which was reached at the end of January. The District will be writing a check to CEA in the amount of \$15,500 for the annual dues of what should have been 21 CEA bargaining unit members. There has been no decision yet on what to do with this money, but all of the discussion is focused on something that directly benefits our CEA social workers and counselors.

This is a big, big win. It should cost the District to outsource our work, and thanks to our new contract language and member enforcement efforts, it does. Most importantly, this is an incentive to follow our language and come to the Union first, as required, so that we can keep CEA work in-house, with the District employees who know our students and families best.

### TOSAs Under A Three-Year Commitment Eligible to Interview

Recently, your Union signed a Letter of Agreement with the District that will allow Teachers on Special Assignment (TOSAs) who are under a three-year commitment to participate in Article 211. TOSAs who are currently under a three-year commitment may interview in Round 1 or Round 2 of 211 for any position for which they currently hold the appropriate license or certification. Since these TOSAs are not staff-reduced, they will be ineligible for Job Fair.

### Support Our Pre-K Scholars

The CEA Book Drive kicked off Feb. 1 and will end on Mar. 1. We want to put a new book in the hands of each Pre-K student in the district. Support our campaign by donating at least two new books appropriate for Pre-K readers and their families. A suggested book list has been given to your FR, you can also check out our Amazon wish list at <http://tinyurl.com/CEABookDrive2024>.



At the conclusion of the campaign, a drawing will be held for one of four \$50 VISA gift cards for members who donate at least three new books. Give your books to your FR or building campaign chairperson, and ask for an entry form for every three books

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The CEA Master Agreement is set to expire in fewer than 553 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/495J9D7](http://www.bit.ly/495J9D7).

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 it's 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 Masster 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 it's 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.
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative support...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members, process 190s within 72...	Filed at Step 1.

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you donate. Send your completed forms to Teri Mullins at the CEA office (Rt. #2) no later than Friday, Mar. 8, 4:30 p.m. The drawing will take place on Monday, Mar. 11.

For more information about the campaign, call Teri Mullins at CEA (614-253-4731) or [tmullins@ceaohio.org](mailto:tmullins@ceaohio.org).

## Apply for the Helen Jenkins Davis Scholarship

Apply for the Helen Jenkins Davis Scholarship to potentially receive one of six \$3,000 awards. The eligibility criteria include being a Black graduating senior of the Columbus City Schools, have a GPA of 3.0 or higher, and plan to attend a four-year college or university. To complete the application, provide an official transcript, FAFSA Student Aid Report, have two signed letters of recommendation, write an essay, and include a bio. Apply by Mar. 1.



## 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.

## 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 Mar. 7. The following is a list of buildings/units that were represented at the Feb. 1 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, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus International HS, Columbus Online Academy K-8, Columbus Spanish Immersion, Como ES, Duxberry Park ES, Eakin ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, École Kenwood K-6, Elementary Art, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Liberty ES, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Marion-Franklin HS, Medina MS, Mifflin HS, North Linden ES, Northgate Intermediate ES, Northland HS, Nurses, Oakland Park ES, Oakmont ES, OT/PT, Parsons PreK-5, Part-Time Intervention Specialists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Emotional Learning Practitioners, South HS 7-12, Southland, Southwood K-6, Special Ed/VI Coordinators, Speech & Language, St. Vincent, Starling PreK-8, Stewart ES, Student Support Center, Trevitt ES, Valley Forge ES, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, World Language MS, and Yorktown MS.

## 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: **Cassie Oates, Winterset ES** (Building Substitute Teacher); **Heidi Dooley, Mifflin HS** (Nurse); **Brian Miller, Northland HS**; and **Bridget Taylor, Forest Park ES**. To donate, complete the **Catastrophic Sick Leave Donation Form**, available on the CEA and CCS websites. Submit the completed form to [leave-sofabsence@columbus.k12.oh.us](mailto:leave-sofabsence@columbus.k12.oh.us).

**Summer 2025 Fee Waivers** The application period will be **open 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.csoh.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](mailto:feewaivers@columbus.k12.oh.us) if you need assistance.

**Continuing Contract: Apply by Mar. 3!** 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. Go to <http://bit.ly/3vDJU4q> to utilize the online application process. Questions 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 confirmation. Applicants must check their email (spam/junk) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the applications will be sent via email by Mar. 31.

**Spring 2024 Election** Declarations are now closed. The following elected positions will be filled in the **2024 Spring Election**: NEA Delegates; NEA State-at-Large Delegates; 2024-25 OEA Delegates, and District 6 Governor. The **voting window will open Tuesday, Feb. 27, and close Tuesday, Mar. 12**. 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.

**The following is a list of approved Art. 211 alternate interview panels:** Fairmoor ES, Family & Community Engagement, JIC, Library Services, Literacy, Marion-Franklin HS, Northdate Intermediate, Oakmont ES, Ohio Ave ES, Region 6, Salem ES, School Counselors, Scottwood ES, Transformation & Leadership Region 5 and, Transformation & Leadership Secondary Teaching & Learning.





See you at our  
**FEBRUARY SOCIAL**

Friday, Feb. 23 @ 4:45 pm

Come out and join us! Feel free to bring a friend!



@ Land Grant Brewing Company  
424 W Town Street Columbus, OH 43215

Can't make this one? We will see you March 22nd!  
Questions? Email [columbuscece@gmail.com](mailto:columbuscece@gmail.com)