



This Year 53 Weeks and 27 Pays

Due to this year being a 53-week year, there would have been a three-week pay gap from the final pay in August until the first pay in September. Your Union has negotiated an MOU with the District to include a 27th pay day. March is also a three-pay month; the second pay of March 2024 will be reduced by half. On that pay day, deductions will also be reduced by half. If you have questions, please call the CEA Office at (614) 253-4731. To download the MOU, go to <https://bit.ly/3OUJr91>.

MAT Team

A union is for the members, and by the members, and the Member Action Team (MAT) is CEA's latest arm to build and flex member power. We work in collaboration with elected CEA leadership to help members fight intolerable administration when an issue may not be contractual, reignite the fire in our units, and keep the conversation on the wins we need in 2025.

Last summer the MAT was rebuilt with a focus on having organizing power in each CEA district. Because the assaults on public education never sleep, we were busy organizing to fight and win on Issue One (majority rule) in August, and Issue 11 (the levy) in November. We're now on to what keeps us doing this work: fighting and winning better work environments for ourselves and our students at the building level.

Our organizing team includes educators from every level of experience in our schools and our union. Looking for organizing advice? Ask us. Drowning in apathy and burnout? We can help. Want to join the fight to improve work conditions at your building and our district? We're here and ready for you. Scan the QR code to get in touch and/or join us.

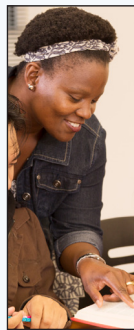


Develop Your Leadership Skills

Join our leadership learning series and learn new strategies to enhance your understanding of educational leadership as you learn to advocate for policies and systemic changes that create and promote equitable learning environments for all learners.

You can earn up to two CEUs. The classes will be offered: Mar. 23, Apr. 13, Apr. 27, and May 18 (all classes are from 9 a.m.–2 p.m. at the OEA Building, 225 E. Broad St. (Downtown Columbus).

If you would like to take part in this class, *RSVP* to the CEA office by Mar. 15 at (614) 253-4731.



CEA Awards & Retirement Banquet

CEA is holding its 48th Annual Awards & Retirement Banquet on Saturday, May 11. It will, again, be at the Hilton Columbus at Easton. If you are retiring this year, make sure to watch the Voice for timelines so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged a nominal fee.

Support Our Students, 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 our students to succeed. To make a donation, go to: <http://give.uncf.org/ccs>.



Article 211 Calendar – 2024

March	
3/1	Round 2 Postings OPEN [All known openings] by 2 p.m.
3/5	Round 2 Postings CLOSE Applications no longer accepted after 6 p.m.
3/6	Round 2 Interviews OPEN Virtual (Zoom only) (Building Substitutes with an ODE license & Full and Part Time Hourly teachers are eligible for this round)- No interviews will occur on 3/7/24 Schools and Departments [All known openings] Interview Times are as follows: • Elementary & K-8: After 3:30 p.m. • Middle & High Schools: After 2:30 p.m.
3/12	Round 2 Interviews CLOSE (Records Day-Students not in attendance) Selection Agreement Forms and Rosters sent by HR (electronically) to Principals by 5 p.m.
3/19	Job Fair – 4:30 p.m. – 3700 SOUTH HIGH ST. (End of Quarter – Woodcrest SY Calendar)
3/22	Round 3 Postings OPEN [All known openings] by 2 p.m. (Substitute Teacher Alternative Licensure Pathway –REMAINING VACANCIES)
April	
4/17	Round 3 Postings CLOSE Applications no longer accepted after 6 p.m.

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.

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.



Special Events Discounts for CEA Members

Public education matters, and Ohio's public schools are great because of the hard work and dedication of excellent educators like you. You deserve to have some fun with your family and friends, and we have a few ticket deals for OEA members to help make that possible.

Educator Appreciation Night with the Cavaliers

Join OEA at the Rocket Mortgage Field House on Friday, Mar. 8, as the Cavs take on the Minnesota Timberwolves at this year's big Educator Appreciation Night game. To purchase specially priced tickets for OEA members and cheer on the 2024 Ohio Teacher of the Year as he is recognized on court during

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The CEA Master Agreement is set to expire in fewer than 539 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/3OUedhn.

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...	Settlement reached. Original Discipline Plan restored.
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.
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.
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...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall remove all references to the Letter of Direction written on February 8, 2024 from all employee records, other than those...	Filed at Step Two pursuant to Article 404.02(E) of the Master Agreement
CCS Administration	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the 2022-2025 CEA-CCS Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Grievants shall immediately be paid in full for wages owed based upon the Master Agreement, including interest at the applicable...	Filed at Step Two consistent with Article 110.06 of the Master Agreement.

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the big game, go to bit.ly/3SP2RfN. OEA members who buy these discounted tickets will also have the chance to participate in several fan experiences that evening as the Cavs show their support for Ohio's great educators! If you can't make it to the game on Mar. 8, OEA members can also get discounted tickets for the Cavs game on Apr. 12.

Classic for Columbus All-Star Basketball Game and Celebrity Extravaganza

OEA is proud to once again sponsor this year's Classic for Columbus to benefit Historically Black Colleges and Universities (HBCUs) and scholarship programs. Join OEA at the Schottenstein Center on Saturday, Apr. 20, to cheer on some of Ohio's best college basketball players as they take on some of the best HBCU athletes from across the country. OEA will also award a \$5,000 scholarship to an education major at Central State University, one of Ohio's HBCUs, on court at halftime. Use the code OEA to unlock a \$10 discount off each ticket for this year's Classic. Go to bit.ly/49oRXEi for full details and to buy your tickets today!

Spend a day at the Cleveland Metroparks Zoo

Starting April 1, OEA members can get discounted tickets to enjoy the Cleveland Metroparks Zoo with their family and friends. Tickets purchased with the code OEA24 through the Zoo's website are only \$13.50 each for anyone age 2 and up. Discount tickets can be bought between Apr. 1, 2024, and Oct. 31, 2024, with tickets valid through the end of 2024. Go to bit.ly/48sVaSj for more information about how to get your tickets when they become available.

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. 28	STEM in the Garden 2548 Carmack Rd. 4:30-6:30 p.m.
Mar. 5	Classroom Management - Reflect, Reset, & Regroup Africentric - Rm. 125 4:30-6:30 p.m.
Mar. 9	CCS 101: Tap into CCS Resources and Supports AIMS Cafetorium 4:30-6:30 p.m.

Special Notes

Make a donation to the Catastrophic Sick Leave Bank: The following members has been approved for Catastrophic Leave and are in need of donated days: **Cassie Oates**, Winterset ES (Building Substitute Teacher); **Heidi Dooley**, Mifflin HS (Nurse); 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 leavesofabsence@columbus.k12.oh.us.

The following is a list of approved Art. 211 alternate interview panels: Avalon ES, Forest Park ES, and TOSAs.

The **Annual CEA Book Drive** will run through **Friday, Mar. 1**. We are asking every member to donate a minimum of two new books appropriate for Pre-K students and their families. **Books and entry forms for the VISA gift cards can be dropped off at the CEA office through 4:30 p.m. on Friday, Mar. 8.** Thank you, in advance, for your donation.

CCS HR Conducting STRS Seminar: STRS has committed to give their retirement seminar titled "**Benefit Information Meeting**" via Zoom to interested staff on **Feb. 29 from 4-5 p.m.** Human Resources will be available from 3:30-4 p.m., and Payroll will be available from 5-5:30 p.m., with brief presentations and a question and answer segment. STRS has also committed to give their retirement seminar titled "**Beyond the Classroom**" via Zoom to interested staff on **Apr. 25 from 4-5 pm.** Human Resources will be available from 3:30-4 p.m., and Payroll will be available from 5-5:30 p.m., with brief presentations and a Q&A. Go to bit.ly/3SWHpqq (Meeting ID: 885 6736 9890)

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. 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 conclude Tuesday, Mar. 12 for ballot pick up 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.educu.org/join-today/>. Open your account today!