

**Community Campus Schools: A Transformation Model Fought for and Won by YOU!**

One of the major wins that came out of the 2022 strike is an MOU between your Union and the School Board on community learning centers. Since then, CEA has been in collaboration with the District to pilot the first Community Campus School in CCS using the NEA community schools transformation model. The mission of Community Campus Schools is to transform our traditional neighborhood schools into community hubs that mobilize students, staff, families, and community members to reimagine education and co-construct a shared vision for their school and community.



We envision every school becoming a Community Campus School where families, staff, and community members share the responsibility and decision-making in deciding what will work best for student success. Community Campus Schools will focus on what students really need to succeed—whether it’s supports like health care, tutoring, or systemic changes in culture, policies, and more.

Unlike previous “school reform” models used in our schools, this transformation model is research and evidence based. Known in many states as community schools, sustainable community schools, or even community learning centers, this model is fully supported by your Union at the local, state, and national level. Community Campus Schools empower students, staff, families, and communities to co-create a plan that addresses the unique priorities and vision of the school and its neighborhood. This truly collaborative approach has led to transformational outcomes across the country. For example:

- A New Jersey K–8 school reduced teacher turnover by providing a support system to students and their families, including a food pantry and full medical clinic.
- A Florida school learned that a lack of streetlights was keeping kids from coming to school. Interest-holders rallied to increase streetlights from 12 to 52. Attendance improved and the school saw achievement gains of 12 percentage points in ELA and a 16-point gain in mathematics.
- When Cincinnati Public Schools moved to the community schools model, the achievement gap between Black and white students was reduced from 14.5% to 4.5% from 2006–2015, and the overall graduation rate rose to 82.3% by 2020.

*Has your principal mentioned the Community Campus Schools application process?*

The application process for your first Community Campus School opened Feb. 14 and will close Apr. 15. The selected school will be announced May 20 and other interested schools will receive support to continue the pathway to becoming a Community Campus School as we organize for expansion. If you believe your school and community would benefit from this transformational model, contact your principal and ABC. The application, (<http://tinyurl.com/ColsCommCampSchApp>) along with a community tool kit includes videos and testimonials (<http://tinyurl.com/CommCampSchoolToolKit>).

For more information or to join the Columbus Education Justice Coalition in supporting this model as the transformation model for our schools, contact Izetta Thomas at [thomas1@ceahio.org](mailto:thomas1@ceahio.org). Go to <http://tinyurl.com/SubscribeCEJC> to join the CEJC.

**Make a donation to the Catastrophic Sick Leave Bank**

One of the most helpful provisions of our Master Agreement is the section that offers a means to assist fellow members when their need is greatest. When someone experiences a life threatening illness or injury, and they are out of accrued time, they can apply for catastrophic leave. Once they have been approved, sick leave days can be donated, allowing them to remain in pay status and receive healthcare benefits.

The following members has been approved for Catastrophic Leave and are in need of donated days: **Cassie Oates**, Winterset ES (Building Substitute Teacher); 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](mailto:leavesofabsence@columbus.k12.oh.us).

**Article 211 Calendar – 2024**

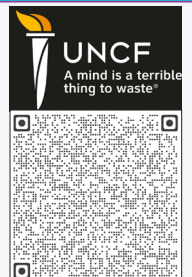
March	
3/5	<b>Round 2 Postings CLOSE</b> Applications no longer accepted after 6 p.m.
3/6	<b>Round 2 Interviews OPEN Virtual (Zoom only) (Building Substitutes with an ODE license &amp; Full and Part Time Hourly teachers are eligible for this round)- No interviews will occur on 3/7/24</b> Schools and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

**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>.



**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.

Continued on Page 2

**The CEA Master Agreement is set to expire in fewer than 532 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/3wyTB7U](http://www.bit.ly/3wyTB7U).

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 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 and...	Awaiting Step 2 Grievance Hearing.
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...	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...	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 and...	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.
CCS Administration	The CCS Board of Education and/or its agent violated, misinterpreted or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when the grievant was given a...	The grievant shall be made whole in every way including but not limited to removing the written reprimand written on February 19, 2024, from all personnel and discipline files. There shall be no reprisals taken against the...	Filed at Step 2.

Continued from Page 1

If you have questions, please call the CEA Office at (614) 253-4731. To download the MOU, go to <https://bit.ly/3OUJr91>.

## 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. Classes are on Saturdays from 9 a.m.–2 p.m. at the OEA Building, 225 E. Broad St., Columbus.

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



## If you've received forgiveness of your student loans since 2020, it's time to CELEBRATE!

NEA Member Benefits, in cooperation with Central OEA and Columbus EA, is inviting you to a virtual reception to share your success story which may inspire others to not give up on loan forgiveness and more.

Please join us on **Friday, Mar. 15** from **5–7 p.m.** to celebrate your success with others.

Join the Zoom Meeting at [bit.ly/49t6Plp](https://bit.ly/49t6Plp). If prompted, the Meeting ID is: 867 8227 1475 and the Pass Code is: 876927.

## 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.

Mar. 5	<b>Classroom Management: Reflect, Reset, &amp; Regroup</b> Africentric - Rm. 125, 4:30–6:30 p.m.
Mar. 19	<b>CCS 101: Tap into CCS Resources and Supports</b> AIMS Cafetorium, 4:30–6:30 p.m.

## Special Notes

**Member Benefit: CEA Scholarship** Do you have a child graduating high school & like financial assistance with their college education? Apply for a CEA and CEA-R Scholarship. These competitive scholarships are an opportunity for our members' children to earn money 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 complete the application.

The **Annual CEA Book Drive** ran through Friday, Mar. 1. Books and entry forms for the VISA gift cards can be dropped off at the CEA office through **Friday, Mar. 8, 4:30 p.m.** Thank you, in advance, for your donation.

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. **The application deadline has been extended until Mar. 15 due to the delays in the FAFSA application process. Apply even if you don't have the FAFSA approval by the deadline date.**



Thank you to: John Coneglio, Phil Hayes, Tai Hayden, Jeanette Johnson, Heidi Baxter, Victoria Evans, Neil Moore, and Dorothy Wilson for attending the **12th Annual Columbus Mayor's UNCF Luncheon** representing the Columbus Education Association.

**CCS HR Conducting STRS Seminar:** STRS has 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/3SWHppq](https://bit.ly/3SWHppq) (Meeting ID: 885 6736 9890)

**Spring 2024 Election** The following positions will be filled: NEA Delegates; NEA State-at-Large Delegates; 2024–25 OEA Delegates, and District 6 Governor. **The voting window is now open and will close 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](mailto:license@columbus.k12.oh.us) with questions.

**Education First Credit Union** exists solely to serve our members. 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!

**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.