

Message from the President

I want to talk to you about a serious subject: our collective power and influence as educators and as members of our union. In 2018, a U.S. Supreme Court decision came down that threatens our power as educators and as a union.

You have likely heard advertisements and even seen slick mailers, encouraging you to drop or not join your union. Ask yourself why outside groups are spending millions of dollars to try and convince you to drop your membership? They want to weaken our collective voice which advocates for our profession, students and their families.

These messages are coming from the same people that pushed Senate Bill 5 in 2011, supported cuts to public school funding and the expansion of charter schools. Their sole mission is to silence our voices as public educators. They want to take away our power – the power to fight for the schools our students deserve; the power to fight for a fair salary and health benefits we need to support ourselves and our families; the power to fight for what our students need.

They may tell you that you can choose to not be a member and still get the benefits of your union. The reality is that if you make that choice, you cut your own power and our union’s power to make positive change for public education.

I want to bring this to your attention again because we must understand that we need the collective strength, as a union, to fight for what is right for ourselves and our students. We need every one of you to take a stand for public education.

Your membership matters, you matter, and we are stronger together.

In Solidarity,



John Coneglio
President
Columbus Education Association

Records Day

The third Records Day of the 2023–2024 school year will be Wednesday, Mar. 20. CEA bargaining unit members may work remotely from home on this day. There will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators on Records Day. This is your day to spend working in your building or at home on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc.

Records Day is a workday. All members are expected to work the full day. Let’s show everyone how valuable this day is by taking full advantage of the time negotiated for us.

Columbus Education Association



Master Agreement
2022–2025

Losing One of Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost one of our own. Lisa Atkinson, teacher (Easthaven ES) passed away on Feb. 29, 2024. Our hearts and thoughts go out to her family and her colleagues.

In Memory of One of Our Educators

Stephanie Mills, Senior Faculty Representative at Maize ES passed away suddenly on Jan 29. Anyone wishing to make a donation in her honor can send a check to the **Maize PTO**, 4360 Maize Rd., Columbus, OH 43224. Donations in Stephanie’s memory will be used to purchase badly needed library books.

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 member has 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.

Article 211 Calendar – 2024

March	
3/12	Round 2 Interviews CLOSE 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.

If You’ve Received Student Loan Forgiveness 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.

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. If prompted, the Meeting ID is: 867 8227 1475 and the Pass Code is: 876927.

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.

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/3V7ZPG5.

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, and/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.
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 Written Reprimand written on February 26, 2024 from all employee records, other...	Filed at Step 2 pursuant to Article 404.02(E) of the Master Agreement.

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. 19	CCS 101: Tap into CCS Resources and Supports AIMS Cafetorium, 4:30-6:30 p.m.
Apr. 10	Gardening: Beneficial Bugs vs. Pest; Technology in the Garden 2548 Carmack Rd., 4:30-6:30 p.m.
Apr. 23	Mirrors and Windows World Language MS Library, 4:30-6:30 p.m.

Special Notes

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.**



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 under the "Forms" Tab on the CEA Website. The document contains instructions to complete the application.

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

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 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 Q&A. Go to 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. with questions.

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/30UJr91>.

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; **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. Call CEA at (614) 253-4731 with questions.

CEA Members: If you are not receiving electronic communications from CEA, email hernb@ceahio.org with your name and non-CCS email address. This issue can usually be resolved quickly.

CEA Needs Your Personal Contact Info: We need your **personal (non-CCS) email address** and your **cell phone number** so we can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the CEA Voice. If you are not receiving messages from CEA, send an email with your contact information to membership@ceahio.org.

Get Fit in the New Year! When looking for the best nutrition advice, it's easy to become overwhelmed with all the information available. 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, **Dietitians on Demand**, you can meet one-on-one with a registered dietitian who can provide you with a personalized plan and 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. To get started today go to <https://www.csoh.us/Page/12375>.