

Take Action to Stop Teacher License Fee Increase

The Ohio Education Association is calling on state lawmakers to fully fund the State Board of Education instead of passing costs onto the backs of hardworking teachers. Five-year license fees may increase up to 75%, from \$200 to \$350, because the Ohio General Assembly has not fully funded the State Board of Education. It is time for state lawmakers to protect teachers from unfair license fees by fully funding the work of the State Board of Education, which is to administer educator licenses. Teachers deserve support and respect, not license fee increases. CEA member Greg Mild delivered testimony in opposition to the license fee increase to the State Board of Education on Mar. 11. Read his testimony at <https://bit.ly/3VhvZ1Y>.

TAKE ACTION by contacting your **state representative** and **state senator**. Ask your legislators to fully fund the State Board of Education instead of passing costs onto the backs of hardworking teachers.

Fully funding the State Board means that the Board can support the Resident Educator program, ensure the safety and well-being of students by conducting comprehensive, necessary background checks in a timely manner, help address educator recruitment and retention, and ensure timely completion of misconduct investigations so educator rights are protected without increasing licensure fees on teachers.

Take action by going to <https://bit.ly/43etteW>.

17th Ave. 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, Cassidy ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy K-8, Como ES, Devonshire ES, Dominion MS, Duxberry Park ES, East Columbus ES, Eastgate ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Northgate Intermediate ES, Northland HS, Nurses, Oakland Park ES, Oakmont ES, Olde Orchard ES, OT/PT, Parsons PreK-5, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Social Emotional Learning Practitioners, Social Workers, South HS 7-12, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Starling PreK-8, Student Support Center, Trevitt ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West Mound ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

Correction: We mistakenly reported in the online version of the *Voice* that **Lisa Atkinson**, teacher at **Easthaven ES**, who passed recently, worked at another building. We apologize for this error.

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.

Article 211 Calendar – 2024

Month	
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.

What If You Prioritized Your Well-Being? Don't Just Survive. Thrive!

As we are in the final stretch of the 2024 school year, many of our members are experiencing the weight of our career demands and personal challenges. Through Educators Thriving, members will learn concrete strategies to help avoid the five personal pitfalls of the educator's experience. Join us for a research-based personal development program to help educators sustain their well-being. For the most effective results, educators are encouraged to participate in all six sessions and teachers who successfully complete the 6 one-hour session program will earn .6 CEUs.



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 May 2. The following is a list of buildings/units that were represented at the Mar. 7 Legislative Assembly:

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.



Friday March 22nd @ 4:45pm

Come out and join us for some March Madness and bring a friend!

**@ Ohio Brewing Company
421 E 2nd Ave Columbus, OH 43201**

Can't make this one? We will see you in April!
Questions? Email columbuscece@gmail.com



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/3T9wc4E.

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 was...	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 desist allowing...	Awaiting Step 2 Grievance 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/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...	Based on the information presented at the Step 2 grievance hearing, it is the Hearing...
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 the Letter...	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 IRS rate. The...	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 written...	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...	Grievance settlement agreement to rescind written reprimand. The discipline shall be reissued...
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 issued...	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 than those...	Filed at Step 2 pursuant to Article 404.02(E) of the Master Agreement.
Hudson Community Education Center Ed O'Reilly	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 when they failed...	Grievant 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 IRS rate. The...	The Board has confirmed in writing that the teacher's experience credit will be granted,...
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 Written Reprimand written on February 26, 2024 from an employee records, other than those...	Based on the information presented at the Step II hearing, there was just cause for issuing...
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration denied Melanie Gabriel's eligibility to collect severance upon her retirement.	That the grievant shall be made whole in every way, including, but not limited to the following: that the administration allow Melanie Gabriel the ability to collect her severance upon retirement and that NO REPRI...	Step 2 hearing pending..
West HS Daniel Robertson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of West HS, Daniel Robertson, failed to provide appropriate administrative support to...	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...	Step 1 hearing pending.
Linden-McKinley STEM 7-12 Ronald Widman	Linden-McKinley Assistant Principal Ronald Widman, acting in his capacity as agent of the Board, failed to provide appropriate administrative support to teachers, including but not limited...	Agents of the Board shall provide appropriate administrative support consistent with applicable provisions of the Master Agreement, including but not limited to responding to 190 referrals consistent with the building discipline...	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 issued a...	Grievant shall be made whole in every way, including but not limited to the following: The Letter of Direction issued on March 12, 2024 shall be withdrawn. The Board shall immediately remove all references to the Letter of...	Filed at Step 2.

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

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 paid status and receive healthcare benefits. The following member has been approved for Catastrophic Leave and is in need of donated days: **Amy Brown, Oakland Park ES; Timothy Myles, Northland HS (Building Substitute) and Stephanie Reid-Taylor, Medina MS.** 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.

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 and \$100 per session**. 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 CEA 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)

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.

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 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, call the CEA at (614) 253-4731. Download the MOU at <https://bit.ly/30UJr91>.

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.ceaohio.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@ceaohio.org. Call CEA at (614) 253-4731 with questions.

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@ceaohio.org.