



## CEA 2024 Spring Election Results

Your Association would like to thank every member that participated in the recent CEA Spring Election by running as a candidate or taking part in the democratic process. Congratulations to all the winners. Here are the results listed in order of votes received:

### CEA President

**John Coneglio** (Won by acclamation)

### CEA Vice President

**Phil Hayes** (Won by acclamation)

### CEA District 5 Governor

**Regina Fuentes** (Won by acclamation)

### CEA District 6 Governor

**Lori Barton (145)** Summer Amnah (89)

### 2024 NEA Local Delegates (July 3–7, 2024, Philadelphia)

Greg Mild (1,796), Regina R. Fuentes (1,050), Teri Mullins (1,009), Cindy Love (870), Benita Wright Smith (854), Traci L. Johnson (819), Tai Hayden (620), Larry Carey (566), Tracie L. Helmbrecht (514), Angel Dyer Sanchez (468), Cassandra D. Daniels (411), Dale Rucker (410), Dwayne Zimmerman (398), and Cynthia Smithers (388).



### 2024 NEA Local Alternate

Marty Flood, Jr. (375), Amber Hill (364), Dr. Lisa Johnson (341), Kriston Crombie Stotik (315), April Walsh (NEA-At-Large) (300), D Keith Adams (296), Chris Weyand (NEA-At-Large) (278), Jacquia Hearn (226), Christopher O. Kopp (206), Courtney Coman (193), Jennifer Harvey (190), Tabetha Baumann (161), Sandra Bopp (151), Julie Meyer (148), Dajsha Williams (138), Mikasa Barton (129), Jocelyn Reedus (127), Traci Cottrell (122), Brian Kraft (121), Darla Jackson (NEA-At-Large) (119), Benjamin Alexander (116), Alyssa Mitchell (115), Kellie D. Edwards (103), Jessica Bennett (103), Christopher Montiero (103), Bronda Jackson (103), Melissa Angione (98), Caitlynn Dauterman (95), Liana Sage (92), Elisa Kestenbaum (87), Janaya Foster (87), Whitney Mahan (77), Braiden Bradley (73), Darian K. Williams (69), Laura Wintle (65), Jamel C. Ammons (56), and Blair Miller (50).

### 2024 NEA State-At-Large (Eligible 4 Seats)

Chris Weyand (421), April Walsh (411), Denise Sizemore (404), and Darla A. Jackson (322).

### 2024 NEA State At-Large Alternates

Traci L. Johnson (963) (NEA), Larry Carey (626) (NEA), Courtney Coman (275), Christopher O. Kopp (263), and Jamel C. Ammons (167).

### Candidates for OEA Delegates (2024–2025) (Won by acclamation)

Greg Mild (1,691), Teri Mullins (1,064), Benita Wright Smith (923), Cindy Love (890), Traci L. Johnson (836), Tai Hayden (654), Larry Carey (631), Tracie L. Helmbrecht (568), J Sanchez (538), Angel Dyer Sanchez (517), Dale Rucker (485), Dwayne Zimmerman (479), Chaka Diop (473), Cynthia Smithers (463), Kelsey Gray (426), Cassandra D. Daniels (426), Marty Flood Jr. (411), Amber Hill (398), D Keith Adams (397), Dr. Lisa Johnson (387), Chris Weyand (373), April Walsh (363), Merele Wilder (361), Kriston Crombie Stotik (360), Bethany Bell (300), Jacquia Hearn (295), Jacqueline Broderick Patton (294), Christopher O. Kopp (285), Amy Mondillo (270), Heidi Baxter (255), Kari Yates (243), Courtney Coman (243), Tracy Rivers (242), Julie Meyer (229), Traci Cottrell (228), Jennifer Harvey (226), Trisha Seiler (221), Yvonne M. Roberson (221), Lolita Johnson (221), Sandra Bopp (218), Jennifer Zutterling (214), Ashley Green (214), Terri R. Griffin (207), Tabetha Baumann (203), Connie Workman (201), Mikasa Barton (199), Chris Barr (198), Angela A. Zalenski (192), Dajsha Williams (196), Christopher Montiero (179), Danica Hall (173), Jocelyn Reedus (172), Jason Lewis (171), Melanie Sullivan (168), Alyssa Mitchell (167), Janaya Foster (166), Ardelia Young (165), Brittany Sanders (160), Darian K. Williams (158), Amy Sewell (154), Benjamin Alexander (154), Bronda Jackson (151), Melissa Angione (151), Michelle O'Sullivan (148), Whitney Mahan (147), Liana Sage (145), Braiden Bradley (144), Jessica Bennett (138), Jill A. Grimm (134), Laura Wintle (133), and Tina Roger (127).

### 2024 OEA Delegate Alternates

Kay McGough (126), Jamel C. Ammons (126), Caitlynn Dauterman (120), Melissa Wendt (119), Desiree Shull (114), Elise Kestenbaum (111), Lesia Ann Williams (109), Jessica L. Washam (106), Retha Roblero (104), Lauren Harris (97), and Stephen Kellett (96).

The following buildings were not counted in the election results: Cols. Global Acad., Cols. Online Academy 9–12, Hudson Adult Community Education, Oakland Park ES, and South HS.

## CEA Book Drive: A Success for Our Students

The 2024 CEA Book Drive has officially ended. Thanks in part to a grant from OEA and the efforts of our members, we were able to purchase/collect over 2,100 new books for our Pre-K students. The Book Drive Committee spent Thursday, Mar. 14, packing the books so they can be delivered to our buildings and into the hands of our students by spring break.

**Book Drive Prize Winners:** \$50 VISA Gift Card: Summer Amnah (Highland ES), Angel Dyer Sanchez (Valleyview ES), Victoria Evans (Indianola Informal K–8), and Jennifer Zutterling (Centennial HS).

Special thanks to the CEA Book Drive Committee Members: CJ Jamison (Leawood ES), Teri Mullins (CEA Office), Raylene Polchow (Linden Park ECE), Teresa Rollins (Cedarwood ES), and Izetta Thomas (CEA Office).

If you still have books in your building, drop them off at the CEA office or contact Teri Mullins at (614) 253-4731 to arrange a pickup. Thank you to all who supported this year's campaign.

## Resignation and Insurance

In the past, when a member works to the end of the year and resigns, their insurance benefits were terminated within thirty days of the resignation. For example, a member who resigned effective May 31 would have their benefits terminated at the end of June. That practice caused our members to wait until the last day to resign (July 10) to keep their benefits through the end of July. As a result, the District had a hard time filling those late vacancies.

CEA has gotten the District to agree to allow members who are resigning (and finish out the school year) to resign with an effective date of July 1 or later at any point in the school year and their benefits will be maintained through July 31. As an example, a teacher could submit a resignation notice on Feb. 1 with an effective date of July 10 and the employee's benefits would be maintained pursuant to Article 109.03(I)(15) of the *Master Agreement* through July 31. To see the letter affirming the District's position, go to <https://bit.ly/43o9qe9>.

## Article 211 Calendar – 2024

March	
3/26–3/26	<b>Round 3 Interviews still OPEN Virtual (Zoom only) (Substitute Teachers ONLY – Alternative Licensure Pathway) Schools and Departments [All known openings] Interview Times are as follows:</b> • <b>Elementary &amp; K–8: After 3:30 p.m.</b> • <b>Middle &amp; High Schools: After 2:30 p.m.</b> • <b>Round 3 Postings Close Applications no longer accepted after 6 p.m. on 3/26</b>
3/27	<b>Round 3 Interviews CLOSE</b> Selection Agreement Forms and Rosters sent by HR (electronically) to Principals by 5 p.m.
3/28	<b>All Round 3 Selection Agreement Forms due to Talent Department (electronically) by 5 p.m.</b> <b>All Round 3 School and Department roster changes must be resolved</b> and sent back to Talent Department (electronically) by 6 p.m.
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

Continued on Page 2

**The CEA Master Agreement is set to expire in fewer than 511 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/3x2zMWn](http://www.bit.ly/3x2zMWn).

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 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 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. Settlement...
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...	Board of Governors voted to approve moving the issue to arbitration.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration denied the member'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 Roberts	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.

Continued from Page 1

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.

## 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.

Apr. 10	<b>Gardening: Beneficial Bugs vs. Pest; Technology in the Garden</b> 2548 Carmack Rd., 4:30-6:30 p.m.
Apr. 23	<b>Mirrors and Windows</b> World Language MS Library, 4:30-6:30 p.m.

## Special Notes

**Make a Donation to the Catastrophic Sick Leave Bank** When someone experiences a life threatening illness or injury, and they are out of accrued time, they can apply for catastrophic leave. When approved, sick leave days can be donated, allowing them to remain in paid status and receive healthcare benefits. The following members have been approved for Catastrophic Leave and are 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](mailto: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.

**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>.

**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/3SWHpqq](http://bit.ly/3SWHpqq) (Meeting ID: 885 6736 9890)

**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 applied prior to 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/31-CxYZ9>. Contact **Leslie Butler**, Human Resources, Teacher Licensure, at [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us) with questions.

**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.

**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](mailto:membership@ceahio.org).

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

**Education First Credit Union** exists solely to serve our member-owners. You'll benefit from lower fees, lower loan rates, and higher deposit rates. *Open your account today!* Go to <https://www.educu.org/join-today/>.

