

OEA Recommends Sandy Smith Fischer for STRS Board

The OEA Board of Directors has recommended Sandy Smith Fischer for election to the STRS Board. She is running for an open seat representing active teachers on the eleven-member board.

Smith Fischer is an Intervention Specialist in the Streetsboro City Schools. She has twice served as President of her local association and is currently a building representative in her local in addition to serving as Secretary of her Leadership Council.



Sandy Smith Fischer

She strongly believes in standing up for others, especially her fellow educators. She sees serving on the STRS Board as a way to continue advocating for the education profession. “We as teachers need to stick together and prepare for the future. I will bring people together and make sure decisions will be made with our best interests in mind.”

She recognizes that running for the STRS Board will be a challenge but adds, “I believe that if I want to see change, I have to stand up and make a difference. Everyone deserves a retirement they cannot outlive.”

As a member of the STRS Board, Sandy will work to:

- Maintain a stable and reliable pension for current and future educators and maintain access to affordable retiree health care coverage.
- Restore benefits by lowering retirement eligibility and providing a COLA to retirees to the greatest extent possible.
- Manage risks associated with investments, market volatility, demographic changes, and legislative developments to protect the stability of the retirement system.

Ballots will be mailed to active employees contributing to STRS in early April. Members can vote by mail, phone, or internet. Votes must be received by May 6, 2024, at 4:30pm.

If you do not receive a ballot by Apr. 10 or lose your ballot, email the Election Services help desk at STRSOHHelp@electionservicescorp.com or call 866-276-1506.

EDUCATORS GOT TALENT 2024

The National Sorority of Phi Delta Kappa, Inc. Gamma Alpha Chapter will present Educators Got Talent on Saturday, Apr. 27, 2024 at the Columbus Africentric Early College, 3223 Allegheny Avenue, Columbus, Ohio. Meet and chat with the artists at 2:30 p.m. Curtain time is 3 p.m.

Jack Marchbanks is the emcee and Mrs. Sandra Y. Waters-Holley from Project Help Clothing Ministry, will receive the Community Service Award for her dedication to the Columbus community.

This event showcases the versatile and accomplished hidden talents of educational personnel. Performances will include vocal music, instrumental music, and dance. Visual artists and authors will also be honored. Participants include Sheri Chafin, Bobbie Brewster, “Miz Liz” Carter, Freda Ayodele, Robyn Robinson, Charlotte Keuchler, Justin Vincent, Judy Johnson, Stefanie Rivers, Wanda Mays, Terri Thomas, Michelle West,



Debra Yetts, Kimberly Connell, Teresa Elliott, Fred Cox, Michael Bailey, Sam Richardson, Tatiana Robinson, and Ms. Dee. Elders Tony and Azizza West will lead the opening Drum Call. Derrick Coles will not participate this year but made a special in-kind art donation.

National Sorority of Phi Delta Kappa, Incorporated, Gamma Alpha Chapter requests your support for Educators Got Talent. It is the major fundraising event for the Barbara A. Yarborough Scholarship, which is awarded to an African American high school senior residing in Central Ohio. Additional information about Educators Got Talent can be obtained on our website: <https://nspdkgaweb.wixsite.com/nspdkgammaalphacha>. Tickets are \$15.00 for adults and \$5.00 for students.

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. **Elizabeth Ray**, Occupational Therapist, passed away shortly before Spring Break. Our hearts and thoughts go out to her family and her colleagues.

Fall 2024 Fee Waivers

The application period will be open from **Apr. 22 until May 9, 11:59 p.m.** Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. You will automatically be sent a confirmation email once your application is submitted. Go to <http://bit.ly/2jhWSjd> to complete the online application. If you have Priority I or Priority II status, upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation. Go to <https://www.ccssoh.us/Page/4815> for assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance.

OTES, LSP, and OSCES Reminders

With about a month left in the evaluation period, the following items should have been completed thus far:

- Self-assessment
- Development of the Professional Growth Plan (PGP), including an initial conference and a mid-point progress check about it
- High Quality Student Data (HQSD) Form (OTES only)
- First Semester/Cycle Required Minimum Components for Full Cycle:
 - Pre-conference
 - Walkthrough
 - Formal Holistic Observation (followed by a conference to determine 2–3 focus areas for the second cycle Focused Observation for OTES and LSP)
 - Post-conference

In addition, the necessary components for second semester/cycle (pre-conference, walkthrough, Formal Focused Observation for OTES and LSP/Formal Holistic Observation for OSCES, post-conference, final PGP progress check) should be in progress and close to completion.

Carried Forward Rating cycles (skilled/accomplished) are required to have one formal observation and one conference of any type, as well as a self-assessment, HQSD form (for OTES only), and a PGP with mid-year and final progress checks. All components, regardless of the cycle, need to be conducted and submitted/pinned in OhioES by **Apr. 19, 2024**.

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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/3Jg3drm.

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 issued a...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall remove all references to the Written Repimand written on February 26, 2024, from an 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 the member the ability to collect her severance upon retirement and that NO REPRI...	Step 1 hearing held. Awaiting decision.
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 the...	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 held. Awaiting decision.
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...	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...	CEA considers the step one grievance filed March 14, 2024 resolved at Step 1. The parties...
Eastgate ES Mary J. Pettigrew	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Eastgate ES, Mary J. Pettigrew, 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...	Step 1 hearing held. Awaiting decision.
Westmoor MS Wendy Gittens & Leslie Hejduk	Westmoor MS Principal Wendy Gittens and AP Leslie Hejduk, acting in their capacity as agents of the Board, failed to provide appropriate support to teachers with respect to student discipline...	Grievants shall be made whole in every way, including not limited to the following: The Board and it's agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to...	Grievance requested to be forwarded to Step 2.

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Do a quick check of these items in OhioES. As a growth model, educators and evaluators should collaborate to ensure all components are completed—ensuring feedback has been provided and opportunities to develop professionally have occurred.

A green check mark should appear beside the **self-assessment**, indicating it has been completed and signed/pinned. If the green check mark is not there, it needs to be completed/signed by the educator.

Although the **PGP** should be developed with PGP conferences logged in OhioES, there should not be a green check mark beside it yet; since, it is an open document to be revisited throughout the school year. (The final signing/pinning process for the PGP will occur at the end of the evaluation period. However, the logged conferences within the PGP need to be confirmed by the educator throughout the process.) If a green check mark by the PGP link is showing, the educator and evaluator should work together to submit an evaluation change request form to reopen the document. (**OSCES Reminder:** School counselors will share evidence for Metrics of Student Outcomes throughout the school year and during the PGP collaborative conferences.)

The **HQSD** form for OTES should include two approved sources/instruments entered by the educator and signed/pinned by the evaluator. (Approved HQSD sources: <https://www.csoh.us/Page/11471>.) Discussions and evidence collection on the use of HQSD should occur throughout the process and be reflected in documented conferences, observations, etc. in OhioES. If these steps have not occurred, complete them as soon as possible. When the HQSD form is completed, a green check mark will appear beside it, indicating it has been reviewed and signed by the evaluator.

Questions? Contact Jen Reed (ileadadmin@columbus.k12.oh.us) or Rhonda Rice (rrice2924@columbus.k12.oh.us) in Professional Learning and Licensure.

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. 24 (Date Change)	Mirrors and Windows World Language MS Library, 4:30–6:30 p.m.
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Special Notes

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.

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: **Timothy Myles**, Northland HS (Building Substitute); **Heidi Dooley**, Mifflin HS and **Cassie Oates**, Winterset ES (Building Substitute). 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.

Resignation and Insurance In the past, when a member worked to the end of the year, then resigned, 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 with their benefits 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. Go to <https://bit.ly/43o9qe9> to see the letter affirming the District's position.

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 (updated link) <https://csoh-us.zoom.us/j/81683426396> (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/3lCxYZ9>. Contact **Leslie Butler**, Human Resources, Teacher Licensure, at 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; **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.