

## Selling Personal Leave

In the last round of negotiations, your Union bargained the ability for members to sell back two personal days to the district for 85% of the daily rate of the BA minimum salary, approximately \$214 per day this year. The provision calls for members to **notify the district in writing no later than May 1** of their intent to do so. To participate in the personal leave buy back program, log into ESS at <https://columbus.munisselfservice.com/>. After you log in, click on the document icon in the upper right-hand corner in the blue margin. Once the gray menu opens, scroll all the way down to the bottom and click on the link titled “CEA PERSONAL LEAVE CONVERSION.” You will be taken to a Google form that will allow you to sell one or two personal leave days.



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.

## Recess? When? How Many?

Don't forget to determine your school's recess policy. This must occur following spring break and before the last teacher workday of the year. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day. There cannot be a vote for zero recesses.

The *Master Agreement* requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily. A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school's recesses—our students need them. For full information, refer to Section 302.05 of the *Master Agreement*.

## 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







## See you at our

# APRIL SOCIAL

Friday, April 26th @ 4:45pm

Come out and join us for a doodle and chug. Please register so we can provide the correct amount of supplies

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

Make sure you scan to register and be on the lookout for a confirmation email! Contact [columbuscece@gmail.com](mailto:columbuscece@gmail.com) for questions.



## 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



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**The CEA Master Agreement is set to expire in fewer than 483 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 <https://www.ceahio.org/wp-content/uploads/2024/04/Grievance-240422-32>.

| 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...     | Directive rescinded by the Board, grievance withdrawn accordingly.                          |
| 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...                             | Based on the information presented at the Step 11, it is the Hearing Officer's position,... |
| 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...                  | West HS administration will continue to follow the CEA Contract regarding processing...     |
| 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.  |
| Ohio Ave. ES Anthony Williams             | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ohio Avenue ES, Anthony Williams failed to provide music once a week for forty-five (45)...           | That the grievants shall be made whole in every way, including, but not limited to the following: that the principal cease and desist from allowing students to be pulled from Music, provide appropriate administrative...                     | Step 1 hearing pending.   |
| Walnut Ridge HS Michael Spellis           | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Walnut Ridge HS, Michael Spellis, failed to award the grievant the WRHS Head Football...              | That the grievants shall be made whole in every way, including, but not limited to the following: that the principal award the WRHS Head Football Coach Supplemental be awarded to the grievant and that NO...                                  | Step 1 hearing pending.   |

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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 for adults and \$5 for students.

## 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.

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|---------|---|
| Apr. 24 | <b>Mirrors and Windows</b><br>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 \$40.

**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; **Cassie Oates**, Winterset ES (Building Substitute); **Stephanie Dillon**, Avalon ES (School Nurse); **Scott Davis**, Gables ES (Building Substitute); and **Jewelicia Reedus**, CEC (Displaced). 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).

**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(1) (15) of the *Master Agreement* through July 31. Go to <https://bit.ly/430-9qe9> 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 <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](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.

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>.

**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).