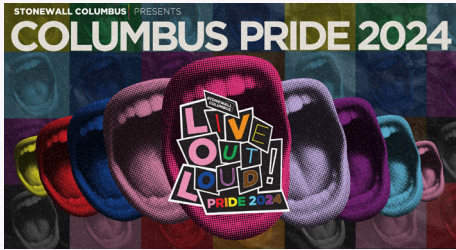


CEA at the Columbus Pride Parade

Join CEA to support our staff and students of the LGBTQ+ Community by marching in the Columbus Pride Parade! CEA has been marching in the Columbus Pride Parade longer than the CCS has! This year, more than ever, we'd like for you to join your CEA family in the Columbus Pride Parade on Saturday, June 16. Lineup will begin at 8:30 a.m. and step-off will be at 10:30 a.m. In order to march with us, you must register. Please note: CEA has a limited number of wristbands available, and you **MUST** have a wristband to march in the parade. If you've already registered with another group, please consider marching with your CEA family! To register, go to <https://bit.ly/3Wubz6z>. More information will be sent out later to those who register about the exact location of CEA in the parade.



Fortunately, our wages and working conditions (both mandatory subjects of bargaining) are covered by our Master Contract. The District cannot unilaterally and inequitably suddenly offer a measure of caseload relief to only some members, even if well-intentioned. Accordingly, on May 8, CEA President John Coneglio issued to the District a formal demand to bargain over the issue. We will keep all members updated as we finally get to the table to make progress on an issue that has long frustrated CEA members!

Ten Minute Meetings – Citizens Not Politicians

Right now in Ohio, politicians and lobbyists from both major parties manipulate voting districts to protect their interests and guarantee their re-election. As a result, incumbents running for reelection almost never lose. In other words, we let politicians choose their voters. The



proposed Citizens Not Politicians Amendment bans lobbyists and politicians from the process and instead empowers voters to choose their politicians, by creating a 15-member Ohio Citizens Redistricting Commission made up of Democratic, Republican, and Independent citizens who broadly represent the different geographic areas and demographics of the state.

Our statewide affiliate, the Ohio Education Association, is part of a broad, bipartisan coalition seeking to collect enough signatures to get the Citizens Not Politicians initiative on the ballot. To assist with this effort, your CEA Senior Faculty Representative will be calling a 10-minute meeting in the next couple of weeks to give CEA members an opportunity to add your signature to the petition. We encourage every member to attend the ten-minute meeting, sign the petition, and join the call to restore power to where it belongs: with citizens, not politicians.

CEA Salary Schedule Degree Progression Survey

Before you know it, your Union will be back at the bargaining table, negotiating for a successor agreement to the current *Master Agreement*. To help us prepare, CEA members will receive a survey regarding their progression towards different degrees on the salary schedule. Please note that this survey is not the comprehensive bargaining survey we send out in the late fall of a bargaining year.

This brief survey seeks to understand how many hours members have in between the different columns (BA, BA+, MA, etc.), if they have multiple degrees, members' intent to progress from one column to the next, and so on.

An email containing the link to the survey was sent to members' non-CCS email addresses on Friday, May 10. The survey will close on Tuesday, May 28, at 11:59 p.m. If you did not get the email message or if CEA does not have your current non-CCS email address, send it to tellcea@ceaohio.org to participate in the survey. You will be able to access this survey from home or from work.



CEA Makes Demand to Bargain Over Special Education Caseloads

During negotiations for both the 2019 and 2022 *Master Agreements*, CEA made a number of proposals regarding special education caseload maximums, including what should happen if CEA members are over caseload- as many consistently are. On both occasions, the District rejected CEA's proposals, refusing to move beyond the ODE statutory complaint process to add language to the *Master Agreement* or offer any sort of relief.

Given these responses, it was quite a surprise to learn (from the Office of Accelerated and Extended Learning's recent weekly email blasts) that some Intervention Specialists were being boarded for up to 100 supplemental hours for "being over on caseload numbers". Upon inquiring with the Department, CEA learned that there was no consistent threshold for these extra hours, nor any rhyme or reason for the choice of who was eligible.

Appealing Your Evaluation

The Joint Evaluation Panel has approved an appeals process for staff who wish to appeal their evaluation. Staff must meet one of the following criteria:

- Educators that have an overall Final Holistic Rating of "Ineffective"
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error

The Evaluation Appeal Form is available on the ILEAD Evaluation: Evaluation Resources & Process on the CCS staff website. Scroll down to "District Forms" to access the document. Members who meet the criteria to file an appeal should submit the completed appeal form along with appropriate documentation to Teri Mullins at CEA by 4:30 p.m. on Friday, May 24, 2024. The Joint Evaluation Panel will meet to review appeal requests the week of June 3. If you have questions about filing an appeal, please contact Teri Mullins at the CEA office at tmullins@ceaohio.org or (614) 253-4731.

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 meet-

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The CEA Master Agreement is set to expire in fewer than 462 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 bit.ly/3JQvftQ.

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, 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 Reprimand written on February 26, 2024, from an employee records, other than those...	Board of Governors voted to approve moving the issue to arbitration.
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 its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to...	Grievance granted at Step 1.
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...	Grievance withdrawn at member's request.
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 Written Reprimand issued on April 18, 2024 shall be withdrawn. The Board shall immediately remove all references to the...	The grievance was withdrawn because Administration settled before the hearing occurred.
Buckeye MS Jodie Emerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Buckeye MS, Jodie Emerson, 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 held. Awaiting response.
Ohio Ave. ES Anthony Williams	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ohio ES, Anthony Williams, 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...	In the future, the principal will return all 190 Corrective Measure forms to the originating...
Linden-McKinley HS Dr. Michael McCrory	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Linden McKinley HS, Dr. Michael McCrory failed to award the grievant the LMHS...	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal award the LMHS Head Football Coach Three Year Supplemental Contract be awarded to the grievant...	Grievance filed at Step 1. Response pending.
Africentric EC HS Sherri Williams	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: That the principal appoint the Special Education Department Chair Supplemental to the grievant, that the grievant be paid in full...	Grievance settled at Step 1.

Continued from Page 1

ing will be held on May 16. The following is a list of buildings/units that were represented at the May 2 Legislative Assembly:

17th Ave. Service Center, Alpine ES, Avalon ES, Avondale ES, Beechcroft HS, Berwick PreK-8, Binns ES, Broadleigh ES, Building Substitutes, Burroughs ES, CAHS, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy 9-12, Columbus Online Academy K-8, Dominion MS, Duxberry Park ES, Eakin ES, East HS, 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, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Juvenile Intervention Center, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK-6, Livingston K-6, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Parkmoor ES, Parsons PreK-5, Part-Time Intervention Specialists, Psychologists, Ridgeway MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, South HS 7-12, Southland, Southwood K-6, Special Ed. Transition Coordinators, Special Ed/VI Coordinators, Speech & Language, Stewart ES, Student Support Center, Trevitt ES, Valley Forge ES, Wedgewood MS, Weinland Park ES, West Broad ES, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, World Language MS, and Yorktown MS.

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: **Heidi Dooley**, Mifflin HS (School Nurse); **Jewelicia Reedus**, CEC (Displaced); **Brian Miller**, Northland (Classroom Teacher); **Pamela McCray**, Hudson St. Warehouse (TOSA); **Tonja Smith**, Colerain ES (School Nurse). 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.

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. Go to <https://www.csoh.us/Page/12375> to get started today.

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 negotiated with the District 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. To see the letter affirming the District's position, go to <https://bit.ly/43o9qe9>.

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

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.

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.

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/>.



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