



An Open Letter to Columbus City Schools Board of Education Members,

We have obtained a document titled “Taking Control of the Task Force Narrative” (enclosed), dated May 10, 2024. (bit.ly/4bI06Vc) We believe this document to have been presented by current Columbus City Schools Board of Education member Brandon Simmons and shared in at least one private meeting with other Board members. This document outlines a communications strategy for the Board of Education regarding the Superintendent’s Community Facilities Task Force which includes plans to:

- “Drive a wedge” between certified and classified Board employees with “racial dynamics”
- Hide all “bad or less than positive” news from the public and “move all negative agenda items to the next meeting”
- “Change the location last minute” of Board meetings and “Interrupt” speakers, “don’t allow them to use the space”
- “Bring in loud mechanical equipment if they hold a press conference on our land”
- “Reward good media outlets” with “priority seating or camera location” and “priority interviews,” “others can wait”
- Smear critics of the task force, including the Board’s own employees who are members of the Columbus Education Association as “dangerous” and smear the CEA president as “unreasonable”
- Hold a press conference specifically in the classroom of a Union Representative
- “Rearrange the speaking order” of Board meetings to make sure that task force critics “listen to and respect the Board”

This plan is abhorrent, vile, corrupt, and beneath the dignity of public officials entrusted with the safety and well-being of nearly 50,000 students and the trust of our community. In addition, this plan contains elements that are blatantly illegal, such as moving Board meetings last minute while the public waits in a different room. The Board must take immediate and decisive action to restore the public’s trust:

1. Board member Brandon Simmons must immediately resign.
2. Any other Board of Education member who participated in authoring the document must immediately come forward publicly.
3. All communications regarding the Task Force by and between Board of Education members and Board employees must be made public for community review, consistent with Ohio Revised Code Section 149 et. Seq.
4. Remaining Board members must provide immediate public assurances, in writing, that none of the plan’s elements have been, or will be, put into effect in order to avoid the need for further legal action. The undersigned parties have retained legal counsel in this matter.
5. Recommendations of the Superintendent’s current Community Facilities Task Force must not be adopted by the Board of Education. Once trust in the Board of Education and faith in the transparency of their conduct has been restored, the process of reviewing the Board’s facilities and planning for the future of Columbus City Schools must start over with true community input from all stakeholders.

Only when the above measures have been taken can the public start to regain confidence in a Board of Education that has strayed so far from its own adopted strategic plan of Authentic Engagement of “all stakeholders to ensure that every experience with the district engenders mutual trust, develops

quality relationships, and strengthens collective support for the benefit of our students.” Please respond in writing regarding the action items above on or before May 31, 2024. Following these actions to restore confidence and transparency, the undersigned Community Coalition and Labor Union stakeholders stand ready to work with the Board of Education towards a transformation of our District that benefits all members of our school community.

Izetta Thomas

Lead Organizer, Columbus Education Justice Coalition

John Coneglio

President, Columbus Education Association

Records Day

The fourth Records Day of the 2023–2024 school year will be **Friday, May 31**. CEA bargaining unit members will be required to be at their buildings 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 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 make this day valuable by taking full advantage of the time negotiated for us.

Important Building Substitute Staffing Update

Fellow CEA Building Substitutes,

As you are aware, much of this school year has been consumed with uncertainty regarding potential reductions to the number of Building Substitute positions available for next school year (2024–2025). Previous updates have focused on CEA’s role in creating pathways to other positions within the district, and ensuring that any reduction would be conducted in an equitable manner and consistent with our negotiated agreement.

But our Union didn’t just wait and try to mitigate damage, we fought back. Acting in solidarity and led by our Member Action Team, CEA members delivered more than 2,000 individual testimonies to the School Board about the importance of retaining these positions for our students. Additionally, Building Substitutes and other CEA educators spoke directly to Board members about their experiences. I am thrilled to share with you that once again our advocacy has paid off! Today, CEA was informed by the CCS Executive Director of Labor Relations that **the District now intends to avoid any Building Substitute reduction in force at all**. With the number of likely classroom vacancies, the District cannot afford to lose any qualified, professional, and dedicated educators—something we have been saying all along.

This is a big win for all of us, our colleagues, and most of all our students. We know that all District decisions are always subject to change, but we are no longer looking toward next school year with an eye on how many positions will be lost, or where everyone falls in terms of seniority and evaluation. Instead, we can breathe a little easier over the summer knowing that we will retain our Building Substitute positions. Note that the District still has the right to non-renew Building Substitutes, and other CEA members, for cause (performance). This is different

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The CEA Master Agreement is set to expire in fewer than 448 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/3wMHpAU.

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.
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.
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...	Step 2 hearing held. Awaiting response.
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022-2025 CEA/CCS Master Agreement when the grievant...	The grievant shall be made whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn. The Board shall immediately remove all references of the...	Requested to be filed at Step 2.

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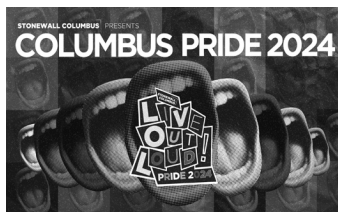
than reducing the number of positions. If you receive a notice that the District intends to non-renew you (this must occur by June 25 annually), call CEA immediately for assistance at (614) 253-4731.

Have a safe and restful summer, we'll see you next year!

In Solidarity,
Kim Maupin
CEA Building Substitute Senior Faculty Representative

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 15. 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.



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 in September. The following is a list of buildings/units that were represented at the May 16 Legislative Assembly:

17th Avenue 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, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy K-8, Columbus Spanish Immersion, Como ES, Dominion MS, Duxberry Park ES, East HS, Eastgate ES, Eastmoor Acad. HS, ECE @ Central Enrollment, Ecole Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hilltonia MS, 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, Linden-McKinley STEM 7-12, 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, Olde Orchard ES, OT/PT, Parsons PreK-5, Part-Time Intervention Specialists, Psychologists, Salem ES, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Emotional Learning Practitioners, Social Workers, South HS 7-12, Southland, Southwood K-6, Special Ed. Transition Coordinators, Speech & Language, St. Vincent, Starling PreK-8, Stewart ES, Student Support Center, Valley Forge ES, Watkins ES, Wedgewood MS, Weinland Park ES, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

Correction: Watkins ES was in attendance for the May 2 CEA Legislative Assembly. We apologize for the error.

Special Notes

CEA Salary Schedule Degree Progression Survey: To help CEA prepare for the next round of bargaining, members will receive a survey regarding their progression towards different degrees on the salary schedule. **This survey is not the comprehensive bargaining survey sent out in the late fall of a bargaining year.** This short 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 was sent to members' non-CCS email addresses May 10 that contained the link to the survey. It will close **Tuesday, May, 28, at 11:59 p.m.** If you did not receive the link or if CEA does not have your current non-CCS email address, send it to telcea@ceaohio.org. You can access the survey from home or work.

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.

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>.

The CEA Office will maintain office hours starting June 3, 8:30 a.m.-4 p.m., Monday-Friday. Normal hours of 8:30 a.m.-4:30 p.m. will resume Aug. 31.



John, Phil, Teri, Cindy, Tai, Izetta, Brittany, Kari, Kathy, Jeremy, Jen, Dorothy, Jeff, Tom, and Bob