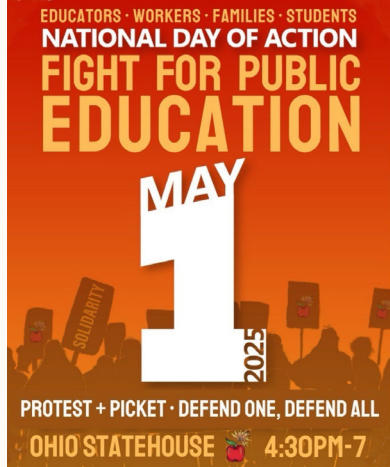


Dear CEA Family:

Enough is enough! It's time to tell our federal and state elected leaders that we will fight the dismantling of the federal Department of Education, the expansion of vouchers, the attacks on education and institutions of higher learning, threats of de-funding school lunches for students, rollbacks in funding at the state and national level—and so much more!



Two weeks ago, your Union met with national and local leaders of the National Education Association, the American Federation of Teachers, the United Auto Workers, SEIU and other activist groups across the country to plan a series of national actions over the next three years.

As a group, we decided that International Workers' Day, May 1, would be when our first national action will take place. Specific actions across the United States in more than 100 cities will be happening—and Columbus is one of those cities!

On **Thursday, May 1**, CEA, OEA and other unions, workers, families and students will be **picketing the Ohio Statehouse from 4:30 to 7 p.m.** We need all CEA members to show up and join our union families to let our leaders know we will NOT back down and we will do WHATEVER it takes to defend public education. Invite your friends and family to attend. They are welcome!

In the coming days, a link to register will be shared. Broad and High St. is the entry point for the event. Help us surround the statehouse and get our message across!

Our Schools and Our Futures are **#InOurHands**.

In Solidarity,


John

Fall 2025 Fee Waivers

The application period will be **open from Apr. 14** and will **close 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. Log in at bit.ly/4jhgJM3 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.** For assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines, go to <https://www.ccssoh.us/Page/4815>. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance.

CEA Awards & Retirement Banquet

If you are retiring this year, make sure to watch the *Voice* for timelines so you can attend. This year, our event will be held **Friday, May 2**, at the **Hilton Columbus Easton Ball Room** at 3900 Chagrin Dr. There will be live music and food & drink. The awards ceremony follows dinner. *RSVP* to (614) 253-4731 or email wilkesk@ceahio.org to arrange for your guests by Apr. 11. As a retiree, your evening will be provided at no charge. Tickets for guests are \$40 for individuals and \$320 per table (8).



April is School Librarian Month

Every April school librarians are encouraged to host activities to help their schools and local communities celebrate the essential role that strong school libraries play in transforming learning.

Librarians don't just check out books. They empower students to become lifelong learners. They cultivate critical thinking, teach digital literacy, and inspire a love for stories. They understand that education is not just about textbooks and tests but about building a community where every student feels seen, valued, and supported.

Through every grade level, school librarians have one thing in common: a dedication to nurturing the love of learning in their students. They are the unsung heroes who worked behind the scenes, not only supporting academic achievement but also fostering creativity, curiosity, and emotional well-being.

Grant Announcement

The Martha Holden Jennings Foundation Grants-to-Education Program was designed to recognize and encourage excellent classroom teachers. The grant is available to both teachers and administrators and can be used for classroom or school-wide projects. Six Deep Learning focus areas must be central to your project.



The grant will not fund capital improvements, indirect costs, travel expenses, school bus transportation, field trip/admission fees, incentives, curriculum writing, school supplies or any project where the chief purpose is to obtain technology, equipment or books. The application is short and odds of receiving a grant are quite good. Go to <https://www.mhjf.org/grantstoeducators> to see the application. Last year, over 300 grants of up to \$3,000 were awarded to educators in Ohio.

The grant application is due Apr. 15 and will be funded by June 20. For more information, see the Martha Holden Jennings Foundation Grants to Education website or contact grants@columbus.k12.oh.us.

All grant applications must be approved through the grant endorsement process available in CCSDAS. Go to the State and Federal website at <https://www.ccssoh.us/Page/1256> for additional instructions on the grant endorsement process.

Teachers' Dream Grant

This grant will provide individual opportunities ranging from \$500 to \$5,000 to Columbus City Schools teachers to assist in improving teaching and learning in CCS. This is an excellent opportunity for interested teachers to acquire resources to support an innovative project to increase student achievement, improve social climate and/or promote social justice.

The application window is now open and all applications must be submitted in CCSDAS by 4 p.m., Apr. 28, 2025. This is a district-sponsored grant; applicants will not need to submit a Grant Endorsement Form to apply but will need their principal's or

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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 <https://www.ceahio.org/wp-content/uploads/2025/04/Grievance-250407-31.pdf>.

Building/Unit Admin.	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, subject-ed 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 it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was...	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	Columbus City Schools Board of Education and/or it’s agents violated, misinterpreted, and/or misapplied provision of the 2022-2025 CEA/CCS Master Agreement when the grievant issued...	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 with-drawn. The Board shall immediately remove all references of the Written...	Requested to be filed at Step 2.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or mis-applied provisions of the MOU - Working Agreement for Building Substitutes when CEA Building Substitute one year...	Grievants shall be made whole in every way, including but not limited to: The board shall immediately rescind notices of nonrenewal and issue one year limited employment contracts to grievants for the 2024-2025 school year...	Advanced to arbitration.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration’s unilateral expansion of the citywide standardized testing program significantly...	The grievants shall be made whole in every way including, but not limited to the following : The Board/ Administration shall immediately rescind the direc-tive issued on or about September 13, 2024. and cease and desist from...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant’s varsity head...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately compensate grievant in the amount of \$3,033.20 reflecting the proper proration of pre-season and in-season...	Filed at Step 2.
CCS Administration	The Columbus City Schools Board of Education and/or it’s 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 immediately remove all references to the Letter of Direction issued on December 18, 2024 from all employee records, other...	Filed at Step Two pursuant to Article 404.02(E) of the Master Agreement.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to follow the priority selection of applicants for summer school.	The grievants shall be made whole in every way, including but not limited to the following: That the Board/Administration shall re-do the selection for summer school and follow the priority selection of applicants for...	Filed at Step 2
CCS Administration	The Columbus City Schools Board of Education and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant’s...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the Letter of Direction issued on February 25, 2025 from all employee...	Filed at Step Two pursuant to Article 404.02(E) of the Master Agreement.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide professional development with customized content to...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide School Social Workers with customized professional development in the future, and...	Step 2 hearing held, awaiting response.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement by incorrectly calculating and crediting sick leave...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: sick leave accrual shall be recal-culated and revised in a manner consistent with Master Agreement...	Filed at Step 2 consistent with Article 110.06 of the Master Agreement
Walnut Ridge HS Michael Spellis	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Walnut Ridge HS, Michael Spellis, subjected the grievant to direct verbal criticism/extreme...	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...	Requested relief denied.

Continued from Page 1

supervisor’s approval.

A CCS email account is required to submit an application. Click the link below and use your CCS login credentials to submit your applica-tion: <https://applications.columbus.k12.oh.us/ccsdas/dreamGrantRequest/create>.

Help Wanted: CEA Budget Director

The Columbus Education Association is seeking qualified candi-dates for the position of Budget Director/Treasurer. The CEA Budget Director/Treasurer will assist the Association by assuming financial and accounting duties, specifically:

Responsibilities:

- Process vendor payments
- Reconcile multiple banking accounts including deposits and bill payments
- Process EFT transfers
- Collaborate with the CEA President to establish a budget.
- Prepare documents for independent audit, financial reporting, con-tract processing, payroll reporting, and internal and external expense voucher processing
- Oversee the CEA Mini Grant Program payment and reconciliation
- Report on PAC contributions for TBS with the Board of Elections
- Prepare financial reports and summaries for the CEA Board of Governors
- Function as the CEA liaison with government agencies for required reports and documents
- Process CEA membership dues and serve as a liaison with CCS and OEA regarding membership dues
- Reconcile credit card statements
- Perform other tasks applicable to the position as assigned by the CEA President

Qualifications:

- Current member of the Columbus Education Association, in good standing for the past five years
- Demonstrated competency in general accounting and/or related experience
- Excellent oral and written communication skills
- The ability to interact effectively with local leadership and association members
- Excellent problem-solving and people skills
- The ability to work collaboratively with district administration
- The ability to develop presentations, produce materials and reports
- Flexibility to work evenings and weekends as needed to achieve the goals of the CEA
- Availability to attend training and work in the summer

Miscellaneous:

No release time will be provided for this position. It is part-time and the work will be completed after the workday and on weekends. The commitment for the position is approximately 16 hours per week

over a 46 week-work year. This position is salaried. Applicants will be subject to a credit and background check.

If you are interested in applying for this position, submit a cover letter, résumé, and three letters of recommendation to the CEA Office, attn: Kathy Wilkes (wilkesk@ceahio.org) by 4:30 p.m., Apr. 16, 2025.

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 \$223 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, go to 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.

Do you have a Continuous Glucose Monitor?

Your Union is aware of issues being experienced by our members filling and ordering Continuous Glucose Monitors (CGM). These issues first came to your Union’s attention after the switch from Express Scripts to Caremark as our pharmacy provider. If you or your depen-dents are experiencing issues with CGMs through Caremark, contact the CCS Benefits Department by calling (614) 365-6475 or email (benefitquestions@columbus.k12.oh.us).

Special Notes

Transplant Needed for CEA Member: Robyn Chernack, Intervention Specialist (Cedarwood ES), is in need of a kidney donation from a living donor. Such donations are typically very successful and ideal when made by living donors. El-igible donors have matching blood types and are free of diseases including high blood pressure, diabetes, cancer, kidney and heart disease. Donors are able to lead normal lives. To become a donor, go to: bit.ly/40y23zn.

Make a Donation to the Catastrophic Sick Leave Bank: When someone expe-riences 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. These members have been approved for Catastrophic Leave and are in need of donated days: **Scott Thompson**, Displaced; **Amy Brown**, Oakland Park ES; **Kimberly Burke**, Winterset ES; and **Norma Stepp**, Cassady ES. 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.