

EDUCATORS · WORKERS · FAMILIES · STUDENTS

NATIONAL DAY OF ACTION

FIGHT FOR PUBLIC EDUCATION

MAY 1 2025

PROTEST + PICKET · DEFEND ONE, DEFEND ALL

OHIO STATEHOUSE 4:30PM-7

Open Entries for Race for the Cure

There are open entries for free registration to the Race for the Cure Run/Walk events! Spots are limited and registration is on a first come, first serve basis. See details below:

Race for the Cure: May 17

- Join the fight against breast cancer!
- Free registration for the 5K (3.1 miles) or the one mile family fun walk
- Register at bit.ly/42gYn7D use code CCS2025

Note: Spots are limited, and by signing up, you are taking the spot of another CCS staff member who would like to attend. Please only register if you are committed to attending. Note, if you sign up for the event, but no-show, you will be disqualified from any future runs/walks sponsored by Wellness. **Walkers or runners of all abilities are welcome to register!**

Move Together Walking Groups, Let's Move Together this Spring!

Our CCS Staff Wellness Initiative, in partnership with Fleet Feet and Brooks, are hosting free monthly walking groups at four Columbus City School locations. At each event you can look forward to a fun up-beat atmosphere with guided run/walk routes, music, giveaways, raffles, and post-movement Q&As. All walking groups are open to the community and are free to join, but we do ask that everyone registers beforehand if you are interested in attending.

You can find the schedule and register at www.movetogethercolumbus.com.

2025 Meet-Up Schedule:

Wed., May 28	Southwood ES	Wed., June 18	Gables ES
Wed., July 23	West HS	Wed., Aug. 20	Livingston ES
Wed., Sept. 24	Southwood ES	Wed., Oct. 22	Gables ES
Wed., Nov. 19	West HS	Wed., Dec. 10	Lincoln Theatre

Do More Good Volunteer Challenge

One of the better-known benefits of volunteering is the impact on the community. Volunteers are often the glue that holds our community together. Did you know that our CCS Staff Wellness Initiative partners with POINT, a platform to volunteer within our district and with more than 300 nonprofits in Columbus?

To honor and celebrate this upcoming Global Volunteer Month, which started Apr. 1, our CCS Staff Wellness Initiative will be hosting the **Do More Good Volunteer Challenge!** To participate in the challenge, use your CCS email to sign up and volunteer for two or more opportunities on POINT until May 12 and earn a T-shirt from Wellness!

For questions, email the Wellness Team at wellness@columbus.k12.oh.us.

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 this year 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., Tuesday, May 27, 2025. The Joint Evaluation Panel will meet to review appeal requests the week of June 2. If you have questions about filing an appeal, contact Teri Mullins at the CEA office at tmullins@ceahio.org or (614) 253-4731.

Resigning 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 whofinish 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 *CEA Master Agreement* through July 31. Go to <https://bit.ly/43o9qe9> to see the letter affirming the District’s position.

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

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The CEA Master Agreement is set to expire in fewer than 113 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.ccaohio.org/wp-content/uploads/2025/04/Grievance-250428-33.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 pro-vide 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.

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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 *CEA Master Agreement*.

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 op-portunity 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 open and all applications must be submitted in CCSDAS by 4 p.m., Apr. 28, 2025. This is a dis-trict-sponsored grant; applicants will not need to submit a Grant Endorsement Form to apply but will need their principal’s or 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 application:
<https://applications.columbus.k12.oh.us/ccsdas/dreamGrant-Request/create>.

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. Documenta-tion 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.ccsok.us/Page/4815>. Call (614) 365-5039 or email feewaiv-ers@columbus.k12.oh.us if you need assistance.

Selling Personal Leave

In the last round of negotiations, your Union bargained the abil-ity 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://colum-bus.munisselfservice.com/>. After you log in, click on the docu-ment 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.

Special Notes
Transplant Needed for CEA Member: Robyn Chernack , Intervention Spe-cialist (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. Eligible 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 some-one 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. These members have been approved for Catastrophic Leave and are in need of donated days: Scott Thompson , Displaced; Amy Brown , Oakland Park ES; Norma Stepp , Cassady ES; and Jennifer Davis , Beatty Park ES. To donate, complete the Catastrophic Sick Leave Donation Form , avail-able on the CEA and CCS websites. Submit the completed form to leavesofabsence@columbus.k12.oh.us .
CEA Members & Families—You’re Eligible to Join! Did you know? All CEA members and their families can become members of Education First Credit Union! Enjoy exclusive financial benefits, low-rate loans, high-yield savings, and personalized service. Join today at www.educu.org .