

This section of the *CEA Voice* was left intentionally blank because it contains a political endorsement.

Save The Date: May 22

Mass Virtual Meeting

There will be a Mass Meeting on Thursday, May 22, to update CEA members on the progress of bargaining. This meeting will be held via Zoom, and begins at 4:30 p.m. No votes will be taken in this meeting. Members will receive a link to their personal email during the week of May 12.

Members who do not have a personal email on file with CEA can send an email to [tellcea@ceaochio.org](mailto:tellcea@ceaochio.org) from their personal address and include their full name, position, and work location.

Five Days of "Thank You"

The entire week of May 5–9, National Teacher Appreciation Week, is sponsored by the National Education Association and the National PTA. Thousands of communities will take time to honor their local educators and acknowledge the contributions they make to our lives. CEA recognizes the crucial role teachers play in making sure every child receives a quality public education and hopes administrators will take the time to convey to parents and the community the hard work educators do each day to make public schools great for every child. Even teachers appreciate the teachers who helped shape their lives.


We are saying ‘thank you’ this week, and throughout the year, to the extraordinary educators who have worked tirelessly with students and families to keep things moving forward, despite such an unpredictable year. Through all the challenges we’ve faced this year, educators and families have stuck together to show students a bright path forward. This Teacher Appreciation Week, we need to turn appreciation into action to ensure every student, no matter who they are or where they live, has the tools to learn, grow, and thrive.

Help educators know how appreciated they are by taking action: Write to Congress, learn how to make your voice heard locally, or share a message on social media, tagging @NEAToday, and using #ThankATeacher. Go to <https://www.nea.org/TAW#> to pledge your support.

National School Nurse Day

National School Nurse Day, Wednesday, May 7, has been set aside to recognize school nurses since 1972 and to foster a better understanding of the role of school nurses in the educational setting. It is celebrated on the Wednesday within National Nurse Week. School Nurse Day is a way to recognize the contributions to student health and learning that school nurses make everyday. School Nurses assist our students with being able to fully access their education because of interventions and actions performed every day.

A typical school nurse’s schedule can encompass health care screenings, hearing, and vision testing, dealing with home accidents, diseases such as diabetes and asthma, student obesity, special needs like tube-feeding, preventing the spread of disease



through blood exposure, and the fallout from mental, emotional, and social problems including arranging for disadvantaged students to receive breakfast and clothing and even helping students cope who are homeless or whose parents are incarcerated.

**Grade Window Grievance Settlement Wins Members Time Back**

As you may be aware, last month CEA filed a grievance on behalf of secondary educators who were required to adjust grades during a reopened grading window this Spring. The basis for the grievance was an Arbitration win from several years ago, where an arbitrator ruled that any adjustment to the contractual grading window dates (in that case on the elementary side), had to be bargained with CEA.

Having violated the exact same contract provision again, the District was this time willing to negotiate a settlement with CEA, without the need for arbitration. As a result of the settlement, any CEA member who was required during March 2025 to update grades during the reopened grading window will be allowed to leave work two hours before the end of the contract day during the May 7, 2025 Professional Development Day. Your time is important, as is our contract language. CEA will continue fighting to protect both.

If you have any questions, please contact the CEA office.”

CEA FR Elections Coming Soon

Faculty Representative (FR) Elections FRs are normally elected in the spring of odd-numbered years and serve for two years. One FR and one Alternate FR should be elected for every 20 members in a building/unit or fraction thereof. A unit is usually a building but could be a group of teachers in a specific area, i.e., music or art. Any unit’s CEA member can serve on their election team unless they are running for an FR position. FR elections should be conducted in May. Only CEA members may run or vote for FR. Unit membership rosters were sent from the CEA office to Senior Faculty Reps (SrFRs) in early May.

Earlier this school year, the CEA Legislative Assembly changed the determination of SrFR in cases where a unit has more than one faculty representative. In this case, according to the By-laws of the Legislative Assembly (13–2), it is the candidate “who receives the most votes for the position of Senior Faculty Representative of that unit.” Please note that “If the vote results in a tie, the Senior Faculty Representative shall be the Faculty Representative who has the most continuous service in the position within that unit.” The SrFR shall be the one with the most continuous service in the position of SrFR within the unit, not as an FR or an alternate. Service in other units does not count.

Go to <https://bit.ly/4cTrzoC> for a guide on CEA FR elections. If you have questions, contact CEA Elections Chair Brittany Herb Pierce at (440) 225-2631.

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.

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The CEA Master Agreement is set to expire in fewer than 106 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-250505-34.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 was...	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 failed to follow the 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...	The grievance has been resolved at Step 2. The grievant has been made whole.
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. Griev-ance advanced to Step 2.
Briggs HS Pamela Smith	Briggs HS Principal Pamela Smith, acting in her capacity as agent of the Board, failed to return 190 Corrective Measure forms to the originating staff member with the corrective...	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 misapplying, the Master Agreement including...	Filed at Step 1.
South HS Christy Nickerson	South HS Principal Christy Nickerson, acting in her capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline that is legal and...	Grievants shall be made whole in every way, including not limited to the following: The Board shall reissue an appropriate Behavior Referral resolu-tion to the April 3, 2025, 190. The Board and it’s agents shall cease...	Filed at Step 1.

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The *CEA 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 *CEA Master Agreement*.

## 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 follow-ing 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 Evalua-tion: 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. 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@ccaohio.org](mailto:tmullins@ccaohio.org) or (614) 253-4731.

## Resigning and Insurance

Resignation and Insurance In the past, when a member worked to the end of the year, then resigned, their insurance benefits were termi-nated 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 lat-er 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 *CEA Master Agreement* through July 31. Go to <https://bit.ly/43o9qe9> to see the letter affirming the District’s position.

## Fall 2025 Fee Waivers

The application period will close **May 9, 11:59 p.m.** Access the **online application** from home or work using your **CCS email user-name 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](https://bit.ly/4jhgJM3) to complete the on-line 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.ccsch.us/Page/4815>. Call (614) 365-5039 or email [feewaivers@columbus.k12.oh.us](mailto:feewaivers@columbus.k12.oh.us) if you need assistance.

Special Notes
<b>Transplant Needed for CEA Member: Robyn Chernack</b> , 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. 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: <a href="https://bit.ly/40y23zN">bit.ly/40y23zN</a> .
<b>Make a Donation to the Catastrophic Sick Leave Bank:</b> 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: <b>Scott Thompson</b> , Displaced; <b>Amy Brown</b> , Oakland Park ES; <b>Norma Stepp</b> , Cassady ES; and <b>Jennifer Davis</b> , Beatty Park ES. To donate, <b>complete the Catastrophic Sick Leave Donation Form</b> , available on the CEA and CCS websites. Submit the completed form to <a href="mailto:leavesofabsence@columbus.k12.oh.us">leavesofabsence@columbus.k12.oh.us</a> .
<b>Kate King Is Retiring!</b> After 43 Years of Nursing and 24 Years of School Nursing. You’re Invited to celebrate with us on <b>Thursday, May 29, 4:–7:30 p.m.</b> at the <b>Ohio Brewing Company</b> , 421 E. 2nd Ave. Hors-D’œuvres and fun provided. Cash Bar.