

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 should have received a link to their personal email on May 15.

Members who do not have a personal email on file with CEA can send an email to tellcea@ceaohio.org from their personal address and include their full name, position, and work location.

Summer School Grievance Settlement Means Placement Do-Over

As you may be aware, earlier this spring, CEA filed a grievance on behalf of CEA members who were not selected for Summer Experience. The contractual provision that was violated was section 801.02 of the *Master Agreement*, which provides for the selection of CEA members for summer employment. Your Union contended that the District did not follow the selection process criteria, inclusive of seniority and a number of other stipulations, instead offering summer employment on a first-come, first served basis.

Following the Step 2 grievance hearing, the District was willing to negotiate a settlement with your Union, avoiding the need for time-consuming and potentially costly arbitration. As a result of the settlement, every CEA member who applied for a Summer Experience position by the required deadline will have their applications re-reviewed against the Priority criteria contained within the *Master Agreement*. Positions will be filled with CEA members in Priority I and remaining positions will be filled with CEA members in Priority II. The District will communicate any revised placements to affected CEA members.

It is important for all CEA members that our contract is strong, however its strength can only be maintained by continuous enforcement of its many provisions. If you have questions, contact the CEA Office at (614) 253-4731.

Columbus
Education
Association

cea

Master
Agreement
2022-2025

Lost in Student Loan Confusion? Here's How to Find Clarity

NEA Member Benefits is here to help! The Public Service Loan Forgiveness (PSLF) Program was fraught with problems from its inception. From loan servicers providing misleading information (in some cases, simply lying to borrowers) to former Secretary DeVos denying more than 99% of forgiveness applications, leaving many borrowers believing loan forgiveness is impossible. Despite constant challenges, reforms initiated by the Biden Administration resulted in more than a million borrowers receiving forgiveness from their student loan burden. But today, more than 8 million borrowers are stuck in forbearance and nearly 2 million are just waiting for their PSLF applications to be processed. On May 5, the Federal Government resumed collections on 5 million loans in default. The stress and confusion has been overwhelming!



NEA Member Benefits can help! Join us on ZOOM May 20 at 4:30 p.m. or 6:30 p.m.; or May 21 at 5 p.m. or 7 p.m.; or May 22 at 6 p.m. or 8 p.m. to learn more. No pre-registration required. Join the session at bit.ly/4j3whBN. If prompted, the meeting ID is 880 0497 5700 and the passcode is 610605.

These sessions are made possible by NEA Member Benefits.

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.

CEA and CCS at Columbus Pride 2025

This year, for the first time, CEA will be marching **with the district** for the **Stonewall Columbus Pride Festival and Community Resource Fair on June 14, 2025.**

Event Info:

Arrival 8-8:30 a.m. Parking is FREE at 270 E. State St. Participants will meet at 270 E. State St. and walk to the march together.

March begins: 10:30 a.m. @ Broad & High and ends at Goodale Park

Register to march at bit.ly/3Ff7T27.

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 *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*.

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/2025/05/Grievance-250519-36.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, 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 Board and/or it's agents violated, misinterpreted, and/or misapplied 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 directive 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 was issued a Letter of Direction without just cause.	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 than those required to be retained by law. The Board shall not reference the Letter of Direction in any future employment actions.	Filed at Step Two pursuant to Article 404.02(E) of the Master Agreement.
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 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 provide professional development with customized content to School	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 the	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 for full-time	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: sick leave accrual shall be recalculated and revised in a manner consistent with Master Agreement provisions.	Filed at Step 2 consistent with Article 110.06 of the Master Agreement
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 action noted within	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 but	Granted at Step 1.
Eakin ES Theresa Eraybar	Eakin ES Principal Theresa Eraybar, acting in her capacity as agent of the Board, has failed to engage in monthly Association Building Council meetings and/or appoint members of the Association	Grievant(s) 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 the Master Agreement including but not limited to	Filed at Step 1.
West HS Daniel Roberts	West HS Principal Daniel Roberts, acting in his capacity as agent of the Board, directed grievant to provide class coverage during his coach's extra conference period in violation, misinterpretation, or	Grievants shall be made whole in every way, including not limited to the following: The Board shall provide notice electronically to all bargaining unit members at West HS that the language of Article 507 will be followed and	Filed at Step 1.
Briggs HS Pamela Smith	Briggs HS Principal Pamela Smith, acting in her capacity as agent of the Board, failed to develop appropriate customized content and/or allow Briggs HS counselors and social workers to attend	Grievants shall be made whole in every way, including not limited to the following: Affected Grievants shall be offered makeup PD (inclusive of CEU credit) during the contractual workday before the end of the 2024-2025	Filed at Step 1

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. 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 convinced 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 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.

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 Thursday, May 15. The following is a list of buildings/units that were represented at the May 8 Legislative Assembly:

17th Ave. Service Center, Alpine ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick Alt. ES, Binns ES, Briggs HS, Broadleigh ES, Buckeye MS, Building Substitutes, CEA Office, Cedarwood ES, Centennial HS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Acad., Columbus International HS, Como ES, Devonshire ES, Duxberry Park ES, Eakin ES, East Columbus ES, Eastmoor Academy HS, ECE @ Central Enrollment, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood ES, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Highland ES, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Inns ES, Johnson Park MS, Juvenile Intervention Center, Lincoln Park ES, Lindbergh ES, Linden STEM Academy, Linden-McKinley STEM Academy, Livingston ES, Maize ES, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Oakmont ES, Olde Orchard ES, OT/PT, Parsons ES, Psychologists, Ridgeview MS, School Counselors, Shady Lane ES, Sherwood MS, Siebert ES, Social Emotional Learning Practitioners, Social Workers, South HS, Southland, Southwood ES, Special Ed. Transition Coordinators, Speech & Language, Starling PreK-8, Student Support Center, Sullivant ES, Trevitt ES, Walnut Ridge HS, Watkins ES, Weinland Park ES, West Broad ES, West Mound ES, Westmoor MS, Whetstone HS, Winterset ES, World Language MS, and Yorktown MS.

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. 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 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. These members have been approved for Catastrophic Leave and are in need of donated days: **Scott Thompson**, Displaced; and **Shannon McCarthy**, Clinton 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.

CEA Members & Families—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.