

Thank You for Your Years of Service

The 49th Annual CEA Awards & Retirement Banquet was held Saturday, May 2, at the Hilton Columbus at Easton. This year, CEA honored 67 retiring educators, and paid homage to CEA members who have worked tirelessly to benefit our schools, our community and the Association.

We honored four retiring members of the CEA Board of Governors: Carla Davis, District 2, Neil Moore, District 4, Jada Jackson, District 7, and CJ Jamison, District 8. They were awarded the CEA Distinguished Service Award. Tom Busher, retiring CEA Budget Director, was also awarded the Builder of the Association award.

For more than three decades, CEA has honored and supported students with scholarships at the banquet. We congratulate this year's winners and their CEA-Member parents.



CEA Scholarship Recipients

Christa McAuliffe Scholarship

Julia Ondo, child of Rebecca Ondo, Woodward Park MS

CEA General Scholarship

Opal Shipley, child of Brian Shipley, Walnut Ridge HS

Joan Donley CEA-R Scholarship

Jacob Pugh, child of Renée Kelley, Counselor

John E. Grossman Memorial Scholarship

De'Janae Beason, South HS Graduating Senior

Rhonda Johnson Scholarship

Anna Carlson, child of Bruce Carlson, Dominion MS

David A. Thompson Memorial Scholarship

Grant Burns, West HS Graduating Senior
Mason Wellborn, Walnut Ridge HS Graduating Senior

The following Faculty Representatives (by district) were named Outstanding FRs, nominated by their Governors:

Dist.	Faculty Representative	CEA Building/Unit
1.	Brian Kraft	Colerain ES
2.	Christine Boyd	Woodward Park MS
3.	Shannon Pinckney	North Linden ES
4.	Rebecca Woods	Ft. Hayes Arts & Academic HS
5.	Kay McGough	Student Support Ctr.
6.	Rhonda Troutman	Westmoor MS
7.	Stephen Kellett	South HS
8.	Nichole Cavinee	Shady Lane MS
9.	Kim Maupin	Building Substitutes
10.	Laura Smith	Music

We congratulate our 2025 retirees who, collectively, have devoted more than 2,163 years of service to our students. The following individuals were honored at the banquet:

Debbie Avery	Rachelle Hines-White	Steven Murray
Kirk Bardos	Susan Hite	Elizabeth Natali
Tocka Barrett	Lori Hoffman	Susan Nelles
Jennifer Blair	Harold Howard	Jeannine Nutter
Carol Block	Peggy Jenkins	Christine Patch
Debra Booth Yetts	Rebecca Jezerinac	Aleta Polley
Melissa Bronston	Carol Johnson	Kathryn Ponn
Sybil Brown	Lisa Johnson	Trina Ptak
Amy Brugger	Victoria Johnson	Pamela Seeley
Lavonne Clements	Deb Keller-Perry	Molly Selan
Michelle Coneglio	Kim Keyes	Karen Shoemaker
Julie Deshuk	Kate King	Cindy Smatacolos
Giuseppina DiRosario	Karen King-Cavin	Lori Slade
Mary Dye	Susan Koenig	Pamela Smith
Missy Fair	Karen Krupa	Myra Syfax
Ruth Farthing	Crystal Limmer	Mildred Tate
Maria Feula D'Alberto	Teresa Manring	Mary Welch
Carol Fryman	Amy Marple	Marilyn Wilcox
Erica Golden	Deborah McGregor	Merele Wilder
Rita Gore	Maureen Michalak	Regelia Williams
Jill Grimm	Jim Miranda	Deborah Zahn
Theresa Hamilton	Traci Miskel	
Alexander Hernandez	Michael Mundew	

CEA and CCS at Columbus Pride 2025

This year, for the first time, CEA will be marching with the district for the Stone-wall 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/3FfT27.



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, Sept. 11. The following is a list of buildings/units that were represented at the May 15 Legislative Assembly:

Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick Alt. ES, Binns ES, Briggs HS, Broadleigh ES, Building Substitutes, Burroughs ES, CEA Office, Cedarwood ES, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus Gifted Academy, Columbus Global Acad., Columbus Int'l HS, Como ES, Cranbrook ES, Devonshire ES, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood ES, Forest Park ES, Ft. Hayes Arts & Acad. HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Highland ES, Hilltonia MS, Hubbard ES, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Juvenile Intervention Center, Lincoln Park ES, Lindbergh ES, Linden STEM Academy, Linden-McKinley STEM Academy, Livingston ES, Maize ES, Marion-Franklin HS, Medina MS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Parsons ES, Psychologists, Ridgeview MS, School Counselors, Shady Lane ES, Sherwood MS, Social Emotional Learning Practitioners, South HS, Southland, Southwood ES, Special Ed. Transition Coordinators, Speech & Language, Starling PreK-8, Stewart Alternative ES, Student Support Center, Sullivan ES, Trevitt ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West Mound ES, Westmoor MS, Whetstone HS, Windsor STEM Acad., Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

Correction: Windsor STEM Acad. was in attendance for the May 8 CEA Legislative Assembly. We apologize for the error.

CEA FR Elections Coming Soon

Faculty Representative (FR) Elections are normally held in the spring of odd-numbered years and FRs 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

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/2025/05/Grievance-250527-37.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 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 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 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 Work-ers 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 Agree-ment by incorrectly calculating and crediting sick leave for full...	Affected bargaining unit members shall be made whole in every way, includ-ing 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
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...	Advanced to Step 2. Awaiting hearing.
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...	Step 1 hearing held. Awaiting response.
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...	Step 1 hearing held. Awaiting response.
Marion-Franklin HS Tanita Fleming	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the the principal at Marion Franklin HS, Tanita Fleming failed to follow the CEA/Board Master Agreement in the...	The grievants shall be made whole in every way, including but not limited to the following: Principal Fleming shall immediately follow the proper proce-dure for the selection of the Social Studies Department Chair. We also...	Filed at Step 1.
Walnut Ridge HS Michael Spellis	The CCS/CEA Master Agreement was misapplied, misinter- preted or violated by the principal at Walnut Ridge, Michael Spellis, when he allowed multiple teachers to carry a class load...	The grievants shall be made whole in every way, including but not limited to the following: that the principal immediately remove the extra students from the bargaining members’ rosters, that each affected bargaining unit...	Filed at Step 1.

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Bylaws of the Legislative Assembly (13–2), it is the candidate “who receives the most votes for the position of Senior Faculty Represen-tative 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 elec-tions. If you have questions, contact CEA Elections Chair Brittany Herb Pierce at (440) 225-2631.

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 Eval-uation: 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 complet-ed appeal form along with appropriate documentation to Teri Mul-lins 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 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.

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.

CEA would like to thank those individuals who were generous in do-nating their accrued sick leave to those members who were in need.

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 person-alized service. Join today at www.educu.org.

The CEA Office will maintain office hours starting Monday, June 2, 8:30 a.m.–4 p.m., Monday–Friday. Normal hours of 8:30 a.m.–4:30 p.m. will resume Aug. 31. CEA will be closed on June-teenth, Thursday, June 19, and Independence Day, Friday, July 4.

let's
HAVE A
GREAT
Summer



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