



## Results from the CEA Staff Survey

The annual 2022–2023 CEA Staff Survey, as provided for in the *Master Agreement*, is complete. Our members study the results closely during the 211 process as they consider applying for posted positions. The results are available at [www.ceaohio.org/cea-surveys/](http://www.ceaohio.org/cea-surveys/). Below are the **highest** and **lowest**-ranking work locations based on the following category averages:

	Vision	School Climate	Administrator-Teacher Relationship	Democratic Process	Instructional Programs	Instructional Resources	Professional Environment	Student Behavior	Family & Community
1	Hubbard Mastery School PreK-6	Cols. Online Acad. 9-12	Cols. Online Acad. 9-12	Cols. Online Acad. 9-12	Cols. Online Acad. 9-12	Sullivant ES	Cols. Online Acad. 9-12	Cols. Online Acad. 9-12	Cols. Online Acad. 9-12
2	Gifted Academy @ Eve	Cols. Online Acad. K-8	Indian Springs ES	Winterset ES	Gifted Academy @ Eve	Colerain ES	Cols. Online Acad. K-8	World Language MS	Gifted Academy @ Eve
3	Col Online Academy K-8	Cols. Downtown HS	Liberty ES	Hubbard Mastery School PreK-6	Cols. Downtown HS	École Kenwood	Indian Springs ES	Indian Springs ES	Scottwood ES
4	Liberty ES	Northgate Intermediate ES	Gifted Academy @ Eve	World Language MS	Liberty ES	Trevitt ES	Hubbard Mastery School PreK-6	Hubbard Mastery School PreK-6	Liberty ES
5	Cols. Online Acad. 9-12	Colerain ES	Cols. Online Acad. K-8	Indian Springs ES	Indian Springs ES	Cols. Online Acad. 9-12	World Language MS	Liberty ES	Winterset ES
6	World Language MS	Hubbard Mastery School PreK-6	Devonshire ES	Gifted Academy @ Eve	Colerain ES	World Language MS	Cols. Downtown HS	Cols. Downtown HS	Indian Springs ES
7	Duxberry Park ES	World Language MS	Hubbard Mastery School PreK-6	Cols. Global Acad.	World Language MS	Cols. Downtown HS	Gifted Academy @ Eve	Devonshire ES	Northgate Intermediate ES
8	Sullivant ES	Gifted Academy @ Eve	Winterset ES	Cols. Online Acad. K-8	Northgate Intermediate ES	Binns ES	Liberty ES	Beatty Park ES	École Kenwood
9	Scottwood ES	École Kenwood	North Linden ES	North Linden ES	Cols. Online Acad. K-8	Indian Springs ES	Winterset ES	Colerain ES	World Language MS
10	Indian Springs ES	Indian Springs ES	Beatty Park ES	Cols. Downtown HS	Sullivant ES	Liberty ES	North Linden ES	Winterset ES	Cols. Online Acad. K-8
3.5	Linden-McKinley STEM 7-12	Windsor ES	Salem ES	Ohio Avenue ES	Eastgate ES	Cols. City Prep Girls	Cols. City Prep Girls	Cols. City Prep Girls	Eastgate ES
3.5	Eastgate ES	South HS	Linden-McKinley STEM 7-12	Cols. City Prep Girls	Yorktown MS	Valleyview ES	South Mifflin ES	East HS	Ridgeview MS
3.5	Whetstone HS	Livingston ES	South HS	Salem ES	East Cols. ES	West Broad ES	Ohio Avenue ES	Ridgeview MS	Linden-McKinley STEM 7-12
3.5	Ohio Avenue ES	Juvenile Intervention Ctr	Cols. City Prep Girls	Easthaven ES	Ft. Hayes CC	Ft. Hayes CC	Fairwood ES	East Columbus ES	Eastmoor Acad. HS
3.5	South HS	West Broad ES	South Mifflin ES	South HS	Hamilton PreK-6	Eastmoor Acad. HS	Juvenile Intervention Ctr	Ft. Hayes CC	Cols. City Prep Girls
3.5	Mifflin MS	Yorktown MS	Eastmoor Acad HS	Eastmoor Acad HS	Oakland Park ES	Yorktown MS	Linden-McKinley STEM 7-12	South HS	Ohio Avenue ES
3.5	Oakmont ES	Mifflin MS	Juvenile Intervention Ctr	Juvenile Intervention Ctr	South HS	Weinland Park ES	Oakmont ES	Livingston ES	Juvenile Intervention Ctr
3.5	Eastmoor Acad HS	Buckeye MS	Ohio Avenue ES	Oakmont ES	Eastmoor Acad HS	Hamilton PK-6	South HS	Yorktown MS	Salem ES
3.5	Juvenile Intervention Ctr	Eastmoor Acad HS	Oakmont ES	South Mifflin ES	Linden-McKinley STEM 7-12	Linden-McKinley STEM 7-12	Eastmoor Acad HS	Eastmoor Acad HS	Oakmont ES
3.5	Ft. Hayes CC	Linden-McKinley STEM 7-12	Ft. Hayes CC	Ft. Hayes CC	Juvenile Intervention Ctr	Juvenile Intervention Ctr	Ft. Hayes CC	Linden-McKinley STEM 7-12	Ft. Hayes CC

Note: Results include work locations with a participation rate of 50 percent or higher on the 2022–2023 CEA Staff Survey.

## CEA Elections Thus Far

Thank you to those of you who declared candidacy for CEA office, NEA, NEA At-Large, and OEA. The declaration period has now closed. Governors who won (by acclamation) are as follows:

### CEA District 1 Governor (Unopposed)

Vicki Evans

### CEA District 4 Governor (Unopposed)

Neil Moore

### CEA District 5 Governor (Unopposed)

Jeannette Johnson

### CEA District 6 Governor (Unopposed)

Ellen Giovinazzo

### CEA District 10 Governor (Unopposed)

Becky Coyne

### Candidates for NEA Delegate

D Keith Adams, Jamel C. Ammons, June Ann Andrews, Melissa Angione, Tabetha Baumann, Sandra Bopp, Kesha Callaway, Larry Carey, Courtney Coman, Karla Corbett, Kriston Crombie Stotik, Clarence W. Daniels Jr., Marcie Day, Angel Dyer Sanchez, Keith Emrick, Marty Flood, Jr., Regina R. Fuentes, Heather Giles, Ellen Giovinazzo, Ashley Green, Lauren Haga, Jennifer Harvey, Tai Hayden, Jacquia Hearn, Tracie L. Helmbrecht, Robin M. Jeffries, Tara L. Johnson, Traci L. Johnson, Christopher Klemm, Christopher O. Kopp, Cindy Love, Faye Love, Julie A. Meyer, Greg Mild, Jody Minter, Alyssa Mitchell, Christopher Monteiro, Teri Mullins, Janaya L. Parker, Teresa Rollins, Dale Rucker, Alan Frank Schmiedebusch, Denise K. Sizemore, Cynthia Smithers, Keisha Trammell, Franchesca Tsiros, April Walsh, Chris Weyand, Merele Wilder, Kari Yates, and Dwayne Zimmerman

### Candidates for NEA State-At-Large Delegate

D Keith Adams, Jamel C. Ammons, Larry Carey, Courtney Coman, Clarence W. Daniels, Jr., Keith Emrick, Ellen Giovinazzo, Traci L. Johnson, Christopher O. Kopp, Thomas McCarthy, Allen Frank Schmiedebusch, April Walsh, Christopher Weyand, and Merele Wilder

### Candidates for OEA Delegate (2022–2023)

(won by acclamation) are as follows:

D Keith Adams, Jamel C. Ammons, June Ann Andrews, Melissa Angione, Tabetha Baumann, Heidi L. Baxter, Bethany Bell, Sandra Bopp, Kesha Callaway, Larry Carey, Courtney Coman, Karla Corbett, Traci Cottrey, Kriston Crombie Stotik, Cassandra Daniels, Clarence W. Daniels, Jr., Marcie Day, Angel Dyer Sanchez, Keith Emrick, Marty Flood, Jr., Janaya L. Foster, Regi-

na R. Fuetes, Thomas W. Gibson, Heather Giles, Ellen Giovinazzo, Ashley Green, Jill Grimm, Lauren Haga, Tiffanie D. Halison, Jennifer Harvey, Tai Hayden, Jacquia Hearn, Tracie L. Helmbrecht, Jeremiah Holmes, Robin M. Jeffries, Lolita Johnson, Tara L. Johnson, Traci L. Johnson, Christopher Klemm, Christopher O. Kopp, Jennifer Kuhns, Cindy Love, Faye Love, Julie A. Meyer, Greg Mild, Jody Minter, Alyssa Mitchell, Christopher Monteiro, Teri Mullins, Janaya L. Parker, Raylene Polchow, Teresa Rollins, Kacy Roston, Dale Rucker, J Sanchez, Alan Frank Schmiedebusch, Denise K. Sizemore, Mike B. Smith, Cynthia Smithers, Heather Southerington, Keisha Trammell, Franchesca Tsiros, April Walsh, Jessica Washam, Melissa Wendt, Chris Weyand, Merele Wilder, Connie Workman, Ph.D, Kari Yates, Ardelia L. Young, Angy Zalenski, Dwayne Zimmerman, and Jennifer Zutterling

## Losing One of Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost one of our own. Physical Education teacher **Kevin Nourse** (Mifflin HS) passed away last week. Our hearts and thoughts go out to his family and his colleagues.

## UNCF Helps Columbus Students

UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar raised is designated for scholarships for CCS students. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation. Please be generous in your giving.



This drive is very important, as we prepare our students for jobs in the global community. More than 60 percent of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come.

To make a donation, go to: <http://give.uncf.org/ccs>.

**The CEA Master Agreement is set to expire in fewer than 918 days.**

# Grievance Update

Your Association works hard 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 the grievances on which CEA is working. To review the text of each grievance in its entirety, go to <https://bit.ly/3YXDE40>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the grievants or...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when...	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall receive back pay with interest for the duration of the unpaid suspension. Board shall remove all references to the discipline from all employee...	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when griev...	The 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 issued on or about October 6, 2022 from all employee personnel records, other than those...	Denied at Step 2. To be placed in abeyance pending outcome of Project Connect arbitration.
Ridgeview MS Natalie James	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ridgeview MS, Natalie James, failed and/or refused to adjust the grievant's...	That the grievant be made whole in every way, including but not limited to adjusting the grievant's class load for the second semester of the 22-23 school year, and that NO REPRISALS be taken against the grievant or any other bargaining unit member...	Step 2 Hearing held. Decision pending.
CCS Administration (a)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member's service/personnel...	Grievance filed at Step 2. District is holding in abeyance.
CCS Administration (b)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed from the member's service/personnel ...	Grievance filed at Step 2. District is holding in abeyance.
Linden-McKinley STEM 7-12 Dr. Michael McCrory	Dr. Michael McCrory, acting in his capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline in violation, misinter...	Grievants shall be made whole in every way, including not limited to the following: 1) The Board and its agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited to Article 208.01. The board...	Step 2 Hearing held. Relief requested denied.
East Linden ES Cheryl M. Jones	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when the...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove this Letter of Direction of Michelle's file and she should be allowed to use supplemental materials as described in 2022-...	Grievance filed. Awaiting response.

## Got new books? Bring 'em!

The annual CEA Book Drive will run through Friday, Mar. 3. We are asking every member to donate a minimum of two new books appropriate for Pre-K students and their families. Books and entry forms for the VISA gift cards can be dropped off at the CEA office through 4:30 p.m. on Friday, Mar. 3. Thank you, in advance, for your donation.

## Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like financial assistance with their college education? Apply for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. **Applications are due by Friday, Mar. 24, 4 p.m.** Find the application on the CEA Website at <https://bit.ly/3jgch7>. The document contains instructions to successfully complete the application.

## CEA Awards & Retirement Banquet

CEA is holding its 47th Annual Awards & Retirement Banquet on Friday, May 19. It will, again, be at the Hilton at Easton. If you are retiring this year, make sure to watch the Voice for timelines so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged a nominal fee.

## PAR/CEU Classes

The Peer Assistance and Review (PAR) program facilitates professional development sessions throughout the school year which are open to all CCS educators. Session descriptions can be found in the CCS PD System (PDS) #44991. Call the PAR Office at (614) 365-5110 for more information. Upcoming sessions include:

**Feb. 21 The Inclusive Classroom: Everybody is Welcome Here!**  
4:30-6:30 p.m. at Hudson

**Feb. 23 Data Collaborative for School Counselors**  
4:15-5:15 p.m. on Zoom (Link: <https://bit.ly/3K6qfJ2>)

## 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 at the **Columbus Downtown HS** on **Mar. 2, 4:30 p.m.** The following is a list of buildings/units that were represented at the Feb. 2 Legislative Assembly:

17th Ave. Service Center, Alpine ES, Arts Impact MS, Avondale ES, Beechcroft HS, Berwick PreK-8, Briggs HS, Buckeye MS, Burroughs ES, Cassidy ES, CEA

Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus North International HS, Columbus Online Academy 9-12, Columbus Online Academy K-8, Como ES, Devonshire ES, Duxberry Park ES, East HS, Eastgate ES, Easthaven ES, Eastmoor Acad. HS, ECE @Central Enrollment, École Kenwood K-6, Elementary Art, Fairmoor ES, Fairwood K-6, Forest Park ES, Ft. Hayes Arts & Academic HS, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Liberty ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Nurses, Oakland Park ES, Oakmont ES, OT/PT, Parkmoor ES, Parsons PreK-5, Part-Time Intervention Specialists, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert K-6, Social Workers, South Mifflin STEM Acad PreK-6, Southland, Southwood K-6, Speech & Language, Starling K-8, Stewart ES, Student Support Center, Sullivant ES, Valley Forge ES, Walnut Ridge HS, Watkins ES, Weinland Park ES, West Broad ES, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Acad. PreK-6, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

## Special Notes

- Transplant Needed: Benita Smith**, a PAR Consultant, is in need of a **kidney donation** from a living donor. Anyone interested in being tested for a possible match for donation can call **Michelle Crouse** at the CEA office for more information. To find out how to become a donor, go to <https://bit.ly/3GAGtR8>.
- Make a donation to the Catastrophic Sick Leave Bank:** The following members have been approved for Catastrophic Leave and are in need of donated days: **Kim Ogilbee, Starling K-8; Michelle Cappetta, Columbus City Prep. School for Girls; Erin Ottobre, World Language MS; Elizabeth Smith, Beechcroft HS; Meredith Simon, Burroughs ES; Jimmie Beall, Lincoln Park ES; and Todd Clayton, Fairwood ES.** To donate, enter your name at the top of the *CCS Report of Employee Absence* form. In the *Comments* section, write the words, **Catastrophic Sick Leave Donation**. Indicate on the form to whom you are donating the sick days.
- CEA Spring 2023 Elections:** The following elected positions will be filled in the 2022-2023 election cycle: **NEA Local Delegates** and **NEA State-at-Large Delegates**. Ballots will be sent to **buildings** by **Feb. 17**. The **voting window begins Tuesday, Feb. 21**, and **ends Thursday, Mar. 9**. Members of the Elections Committee will **collect ballots for tally Friday, Mar. 10**. Call Elections Chair **Brittany Pierce** at (440) 225-2631 with any questions.
- The **filing deadline** for the **Capital OEA Board of Directors** position is fast approaching. A Capital OEA Board of Directors member will be elected at the Capital Spring RA on Wednesday, Apr. 26. Go to <https://bit.ly/3X2yO4X> to **download the form**. The **declaration deadline** is **Sunday, Mar. 12**.