

Thank You for Your Years of Service

The 48th Annual Columbus Education Association's Awards & Retirement Banquet was held Saturday, May 11, at the Hilton Columbus at Easton. This year, CEA honored 41 retiring educators, and paid homage to CEA members who have worked tirelessly to benefit our schools, our community and the Association.



We honored two retiring members of the CEA Board of Governors, Jeannette Johnson, District 5 and Ellen Giovinazzo, District 6, as well as former Middle School-at-Large Governor Cassandra Daniels. They were awarded the CEA Distinguished Service Award. Jeannette Johnson was also awarded the Builder of the Association.

Mark Fluharty, retired Executive Director of the AFL-CIO, was awarded the CEA Friend of Education 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

Serena Scillia, child of Sam Scillia, Columbus Gifted Academy

CEA General Scholarship

Leila Bester, child of Danica Hall, Hudson

Joan Donley CEA-R Scholarship

Andee Ely, child of Tonya Ely, Binns ES

John E. Grossman Memorial Scholarship

Dashawn Simmons, South HS Graduating Senior

Rhonda Johnson Scholarship

Rayanna Howell, child of Tomeka Howell, Centennial HS

David A. Thompson Memorial Scholarship

Jaydens Foster, West HS Graduating Senior

Jade McClellan, 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.	Jennifer Zutterling	Centennial HS
2.	Christine Richards	Alpine ES
3.	Christy Van Aman	Mifflin HS
4.	Heidi Baxter	World Language MS
5.	Ardelia Young	East HS
6.	Dana Kemmerling	Wedgewood MS
7.	Nicole Shanks	Parsons PreK-5
8.	Traci L. Johnson	Independence HS
9.	Jennifer Davis	Social Worker
10.	Angy Zalenski	Elementary Art

We congratulate our 2024 retirees who, collectively, have devoted more than 1,467 years of service to our students. The following individuals were honored at the banquet:

Emily Bailey	Donna Kohl
Peggy Bailey	Faye Love
Laura Bain	Andrew Merritt
Kim Carpenter	Catherine Miller
Delphina Christopher	Natalie Mills Reeser
Laureen Cimocho	Angela Moore
Joan Cree	Karen Moore
Elaine DeVendra	Jennifer Mosaic
Claudia Eschelbach	Tonia Pace
Viviane Fagalar-Haley	Tracy Porreca
Wendy Foster	Cynthia Price
Ellen Giovinazzo	Christine Richards
Elaine Grimm	Elaine Robertson
Veronica Hall	Patricia Swiger
Patricia Hamilton	Nancy Thomas
Fawn Harris	Adam Viney
Ann Hatch	Seka Ward
Jeannette Johnson	Amy Williams
Darlena Jones	Deborah Wilson-Potts
Amy Jordan	Deborah Zwahlen
Cecilia Kanowsky	

CEA Foundation Mini Grants Impact Student Achievement

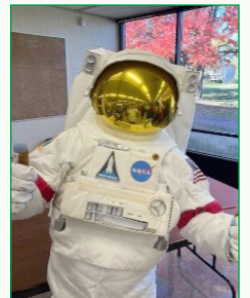
Only CEA Members are eligible to receive CEA Foundation Mini Grants. The mini grant projects must be aligned to the CEA Foundation Mini Grant Mission Statement, to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students. Through the creative and inspiring lens of teaching and learning, CEA Members have had great success with using their funds to create hands-on learning opportunities for students to reach their highest levels of achievement. Here are two examples of how CEA Members used their Mini Grant funds to support the goals of their students.

CEA Member, **Andrea Cywinski** (OT/PT at Como ES and AIMS) created Assistive Technology for Occupational Therapy Fine Motor Tasks for her students. She reported, "This grant was used to purchase assistive technology for students who are non-verbal or have communication needs to use during occupational therapy sessions. The switches purchased allow students to select pre-recorded messages to make choices during occupational therapy sessions.



For example, switches can be programmed for concepts such as colors, shapes and letters, or for simple phrases like "help" or "all done." The fine motor materials purchased allow for students to complete STEM activities such as sorting by color/number, counting, or identifying shapes and letters. Additionally, working on fine motor skills allows students to be more independent for classroom tasks."

Paul Laskert (Beechcroft HS) used his CEA Mini Grant to grow the Columbus City Schools Exceptional Science Fair, a science fair for all of the MD and OI special education units throughout CCS. "This year we had 100 students and numerous science-focused projects on display, as well as multiple guests including ODNR, Metro Parks, and the 'Bug Man.' The Columbus City Schools Exceptional Science Fair is the only science fair of its kind in Ohio. This year's Mini Grant helped purchase Tesla Coils, showing the amazing aspects of airborne electrical circuits, and store bought hardware magnets that attempted to replicate perpetual motion. The CEA Mini Grant also helped with the fair's logistics, taking care of and assisting the 200+ individuals who attended. The academic focus and fun, interactive two hours that happen at Beechcroft every second Friday in November are assisted and made possible by the CEA Mini Grant."



Start planning now for the SY 2024-2025 Mini Grant! The application window opens in early October and members are permitted one Mini Grant per year. Look for details in the *Voice* and on the CEA website. Mini Grants are awarded in the following areas: Early Career Educator, SEL/PBIS, General Projects, and STEM/STEAM.

CEA at the Columbus Pride Parade

Join CEA to support our staff and students of the LGBTQ+ Community by marching in the Columbus Pride Parade! CEA has been marching in the Columbus Pride Parade longer than the CCS has! This



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The CEA Master Agreement is set to expire in fewer than 455 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 bit.ly/4b1CWxR.

Building/Unit Administrator	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 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 was...	The grievant shall be made whole in every way, including but not limited to the following; allow the teacher to use supplemental materials as described in 2022-2025 Master Agreement letter, the the Board cease and desist allowing...	Awaiting Step 2 Grievance Hearing.
CCS Administration	The Columbus City Schools Board of Education and/or its 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 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.
Buckeye MS Jodie Emerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Buckeye MS, Jodie Emerson, failed to provide appropriate administrative support to...	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, process 190s within 72...	Step 1 hearing held. Awaiting response.
Linden-McKinley HS Dr. Michael McCrory	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Linden McKinley HS, Dr. Michael McCrory failed to award the grievant the LMHS...	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal award the LMHS Head Football Coach Three Year Supplemental Contract be awarded to the grievant...	Requested relief denied. Step 2 hearing pending.
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022-2025 CEA/CCS Master Agreement when the grievant...	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 withdrawn. The Board shall immediately remove all references of the...	Requested to be filed at Step 2.

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year, more than ever, we'd like for you to join your CEA family in the Columbus Pride Parade on Saturday, June 15. Lineup will begin at 8:30 a.m. and step-off will be at 10:30 a.m. In order to march with us, you must register. Please note: CEA has a limited number of wristbands available, and **you MUST have a wristband to march in the parade**. If you've already registered with another group, please consider marching with your CEA family! To register, go to <https://bit.ly/3Wubz6z>. More information will be sent out later to those who register about the exact location of CEA in the parade.

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 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. on Friday, May 24, 2024. The Joint Evaluation Panel will meet to review appeal requests the week of June 3. If you have questions about filing an appeal, please contact Teri Mullins at the CEA office at tmullins@ceaohio.org or (614) 253-4731.

Donation to the CEA Foundation Mini Grant

The Bexley Natural Market is a small, local grocery co-op and has a rotating donation program where they donate 10 cents every time someone uses a reusable bag. Each month or two they select a new organization to donate this raised amount, and most recently they decided to contribute to the Columbus Education Association Foundation Mini Grant Program.

Correction: Columbus Scioto 6-12 was in attendance for the May 2 CEA Legislative Assembly. We apologize for the error.

Special Notes

CEA Salary Schedule Degree Progression Survey: To help CEA prepare for the next round of bargaining, members will receive a survey regarding their progression towards different degrees on the salary schedule. **This survey is not the comprehensive bargaining survey sent out in the late fall of a bargaining year.** This short survey seeks to understand how many hours members have in between the different columns (BA, BA+, MA, etc.), if they have multiple degrees, members' intent to progress from one column to the next, and so on. An email was sent to members' non-CCS email addresses May 10 that contained the link to the survey. It will **close Tuesday, May, 28, at 11:59 p.m.** If you did not receive the link or if CEA does not have your current non-CCS email address, send it to telkea@ceaohio.org. You can access the survey from home or work.

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. The following member has been approved for Catastrophic Leave and is in need of donated days: **Jewelicia Reedus, CEC (Displaced)**. 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.

With the newest CCS Wellness programming, **Dietitians on Demand**, you can meet one-on-one with a registered dietitian who can provide you with a personalized plan and education. Anyone can meet with a dietitian. Whether you want to lose weight, better manage a specific medical condition, improve your overall health or boost your athletic performance, a registered dietitian can help. Get started today at <https://www.csoh.us/Page/12375>.

Resignation 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 negotiated with the District 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(1)(15) of the *Master Agreement* through July 31. To see the letter affirming the District's position, go to <https://bit.ly/43o9qe9>.

If your license from ODE is expiring June 30, 2024, and you have a limited employment contract, you must complete the required coursework or CEUs for renewal and **applied prior to Mar. 15 to be licensed by ODE for the 2024-2025 school year**. In addition to the online application, you will need to complete a background check. **Fingerprinting must be completed through Webcheck.** A permanent certificate requires fingerprinting every five years. The Human Resources Department, (3700 S. High St.) oversees this process. The **CCS Fingerprint Office is open Monday-Friday, 8 a.m.-4 p.m.** Face-to-face operations are on an appointment-only basis. To schedule a time to complete your fingerprints, go to <https://bit.ly/31CxYZ9>. Contact **Leslie Butler**, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us with questions.

Blackie's Memorial Golf Outing (started by former West HS Teacher Bill Black) will be on **Monday, June 10**, honoring Columbus area coaches. The cost of the event is \$50 per golfer. It will be held at **Mill Creek Golf Course** (7259 Penn Rd., Ostrander). Teams of four will compete in a scramble. The day starts at 8:30 a.m. (Coffee & Donuts). Tee off is at 9 a.m. Lunch will follow. See you there. Call **(740) 666-7711** to reserve your spot.

CEA Needs Your Personal Contact Info: Update your **personal (non-CCS) email address** and your **cell phone number** so CEA can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the *Voice*. If you are not receiving messages from CEA, send an email with your contact information to membership@ceaohio.org.