



Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. **This benefit is for our members with children who are college seniors.** The fund provides \$2,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2024–June 2025 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members.



Download the application at bit.ly/3WZxtNI. The **deadline is Monday, Oct. 11, 4 p.m.** If you have questions, call Jen Gable at (614) 253-4731.

First Thursdays: Reserved for CEA Events

Any events that require the majority of the school staff to be in attendance should not be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. Therefore, with the exception of the month of September, there should be no required events for CEA bargaining unit members on the following dates for the 2024–2025 school year: Oct. 3, 2024; Nov. 7, 2024; Dec. 5, 2024; Feb. 6, 2025; Mar. 6, 2025; Apr. 3, 2025; and May 1, 2025.

If you have questions, consult Section 205.04 of the *Master Agreement*.

CEA's First Legislative Assembly at The Boathouse

Attention: All Faculty Representatives, attend the CEA Legislative Assembly on **Thursday, Sept. 12***. The meeting begins at **4:30 p.m.** Dinner will be served at the conclusion of the meeting. Your new **Faculty Representative Notebook** will be available for you when you register. (*FR Notebooks are one per building/unit.*) * Registration opens at 4 p.m. Please *RSVP* to gablej@ceaohio.org.

Parent-Teacher Conference Dates

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President's Day. However, Article 1401 of the *Master Agreement* provides each school the opportunity to deviate from the established parent-teacher conference dates. A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school's conferences. Once your school's parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

Professional Leave

There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop.

Forms to apply for professional leave are available in the "Forms" section of the CEA website or the CCS Intranet, along with the full leave guidelines. Act as soon as you know the date of your conference because funds are exhausted quickly.

See You at the CEA Fall Fling

The Fall Fling is right around the corner! Please join us for the CEA Fall Fling this year. Mark your calendar for Friday, Sept. 27, from 4–8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 150 new members this school year. Help them celebrate their new endeavor and welcome them to the CEA family! Our annual party features music, great food, and prizes. Get to know your colleagues.



Meet candidates for public office and local elected officials. Admission is free. Beer and wine are just \$2.

Join the Sick Leave Bank

The *CEA Master Agreement* provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply haven't accumulated enough sick leave to cover extreme situations. You can help by donating **two sick days** to the **Sick Leave Bank**. It's easy. The donation form is available on the CCS Intranet under "**Human Resources**" or the CEA website under "**Forms**." **The deadline for donations is Monday, Sept. 30.** Any bargaining unit member who exhausts their sick leave may apply to borrow up to 10 days from the bank. They will be required to pay back the borrowed days as additional days are earned. If you **joined the Sick Leave Bank in the past**, you do not need to rejoin, nor do you need to make an additional donation. **In order to withdraw days from the Sick Leave Bank, bargaining unit members must complete a Sick Leave Bank Withdrawal Form, located on the CEA website.**

Now Forming: 2024–2025 Bargaining Team

Our current *Master Agreement* is set to expire in August 2025. The first step for the next round of negotiations is to form a Bargaining Team. We are looking to create a diverse team of CEA members representing the various experience levels within our bargaining unit.

As a representative of the bargaining team, you will have the opportunity to work as part of a large team of dedicated members. As part of the team, your responsibilities will include:

- Identifying the current needs of teachers
- Communicating and disseminating information to our members
- Serving as a liaison to keep members updated throughout the year
- Attending bargaining related meetings and trainings

Interested applicants should send a cover letter highlighting your interests and qualifications along with a resume to:

Teri Mullins, CEA Bargaining Chairperson, CEA Office, Route 2

All cover letters/resumes need to be submitted by Monday, Sept. 30, 2025. The selective interviewing process will run from Oct. 1–18, via zoom, to select Bargaining Team Members.



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/3WXwai9.

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...	Settlement agreement reached.
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 Reprimand 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...	See disposition on page 2 of Grievances for Aug. 26, 2024
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...	Settlement Agreement signed.
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.
Independence HS Donis Toler Jr.	Donis Toler Jr., acting in his capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when he made a...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately restore grievant to the department chair position for the 2024-2025 school year. The Board shall cease...	Resolved at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when CEA bargaining unit members eligible to...	Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall immediately be paid in full for all applicable School Year 2023-2024 IEP...	Resolved at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the Building Substitute Working Agreement when CEA Building Substitutes were reassigned...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: All letters of reassignment issued on or about June 25, 2024 shall be immediately rescinded. The Board...	Settlement Agreement signed. Resolved at Step 2.
CCS Administration	On or about June 27, 2024, Executive Director of Labor Management and Employee Relations John Dean, acting in his capacity as agent of the Board, violated, misinterpreted, and/...	Grievants shall be made whole in every way, including but not limited to: The BOARD shall immediately implement all programs/initiatives approved by the Reform Panel during the 2023-2024 school year. The...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the Building Substitute Working Agreement when CEA Building Substitutes were reassigned...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: All letters of reassignment issued on or about June 25, 2024 shall be immediately rescinded. The Board...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when CEA bargaining unit members in the...	Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall immediately be paid in full for all applicable School Year 2023-2024 supplemental hours...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when CEA bargaining unit members in the...	Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall immediately be reimbursed in full for all applicable School Year 2023-2024 mileage...	Filed at Step 2. Resolved at Step 2.
CCS Administration	The Board and/or its 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...	Filed at Step 2.
CCS Administration	The BOARD violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement and the Letter of Agreement dated February 15, 2024, when...	The Board shall immediately notify accepted applicants in writing and shall cease and desist from violating provisions, inclusive of negotiated timelines, of the CEA-CCS Master Agreement and/or Letter of Agree...	Filed at Step 2. Resolved at Step 2.
Whetstone HS Janet Routzong	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's...	Grievant shall be made whole in every way including but not limited to the following: That the grievant be paid in full for supplemental wages based upon the EL Department Chair Supplemental Contract and that...	Denied at Step 2. BOG voted to approve filing arbitration.
Africentric Early College HS Sherrie Williams	Sherrie Williams, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when she made...	Grievant shall be made whole in every way, including, but not limited to the following: The Board shall immediately restore agreement to the department chair position for the 2024-2025 school year. The Board...	Grievance denied at Step 1. No violation of the Contract occurred.
Africentric Early College HS Sherrie Williams	Sherrie Williams, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when she made...	Grievance shall be made whole and everywhere, including, but not limited to the following: The board shall immediately restore agreement to the department chair position for the 2024-2025 school year. The board...	Grievance denied at Step 1. No violation of the Contract occurred.

Have You Formed Your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your *CEA Master Agreement* (Article 202.01). Here are the basics:

- The ABC consists of the building's Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
- All CEA bargaining unit members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.
- Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceaohio.org and to your CEA District Governor.

Special Notes

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: **Robyn Chernack, Cedarwood ES** (Primary ED). 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 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.

Membership is Critical to Our Continued Success. If you know someone new to your building or unit, approach the person and ask them to become a member of CEA. We have made joining CEA simple. **Step 1:** Click "JOIN" on the homepage at www.ceaohio.org; **Step 2:** Download the CEA Membership Form to your device and complete it. (It is a fillable pdf for your convenience); **Step 3:** Email the completed form to membership@ceaohio.org. Call CEA at (614) 253-4731 with questions.

Education First Credit Union exists solely to serve our member-owners. You'll benefit from lower fees, lower loan rates, and higher deposit rates. **Open your account today!** Go to <https://www.educu.org/join-today/>.



CEA Members: If you are not receiving electronic communications from CEA, email hernb@ceaohio.org with your name and non-CCS email address. This issue can usually be resolved quickly.

We have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate, and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

**CEA Pre-Paid Legal Services Plan
OEA/NEA Attorney Referral Program**



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