

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/2024/09/Grievance-240909-04.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 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...	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.
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 was...	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whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn.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 Written...	Requested to be 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 eligible to receive...	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 paperwork and/...	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/or misapplied...	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 Board shall cease...	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 arbitrarily...	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 shall...	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 Adapted...	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 MOU - Working Agreement for Building Substitutes when CEA Building Substitute one year limited...	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...	Filed 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 EL...	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 no...	Settlement agreement signed.
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 a selection...	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 shall cease and...	Settlement agreement signed. Resolved at Step 2.
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 a selection...	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 shall cease...	Settlement agreement signed. Resolved at Step 2.
Ohio Ave. ES Anthony Williams	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the principal at Ohio ES, Anthony Williams, when he reassigned an entire class of ES students to a single bargaining...	The grievants shall be made whole in every way, including but not limited to the following: Principal Williams shall immediately follow the proper procedure for classroom reassignment of students from elementary bargaining unit...	Filed at Step 2.

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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.**

Calendar Survey Coming Soon

On **Friday, Sept. 13**, you will receive an email containing a link to an online calendar survey. The link will be sent to members' personal email addresses. The results of this survey will determine the calendar for the 2025-2026 school year. This survey will **close at 11:59 p.m., Sunday, Sept. 29**. If CEA does not have your personal email address, you will not be able to complete the survey.

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, 2024. The selective interviewing process will run from Oct. 1-18, via zoom, to select Bargaining Team Members.

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring during the 2024-2025 school year can be exempted from the Ohio Teacher Evaluation System. To take advantage of this, **submit your notice of retirement to Human Resources by Friday, Nov. 1**. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. To download retirement

information or access the Google form to submit notification of retirement, go to <https://www.ccaohio.org/Page/2340>. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

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.

Special Notes

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 after the meeting. Your **new CEA 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@ccaohio.org.**

Professional Leave: At the beginning of each school year, there is **\$200,000** available to bargaining unit members to pursue professional development opportunities outside the school district. These include taking a course, 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.

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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