



This section  
of  
the  
*CEA Voice*  
was left  
intentionally  
blank because  
it contains a  
political  
endorsement.

### Mini Grant Application Window Opens Soon

The CEA Foundation Mini Grant application window opens **Oct. 2, 2024**, and will close at **4:30 p.m., Oct. 23, 2024**, to align with the first Records Day of the year. To apply for this year's CEA Foundation Mini Grants, make sure to sign in to your personal Google Drive and go to <https://bit.ly/ceaminigrant> or scan the QR Code:



There are four Mini Grants CEA Members may apply to:

Mini Grant	Who is Eligible to Apply	Maximum Award Amount
Early Career Educator	CEA Members in years 1-5	Up to \$450
General	All CEA Members	Up to \$400
SEL/PBIS	All CEA Members	Up to \$400
STEAM/STEM	All CEA Members	Up to \$600

A few reminders:

- **This is the only application window.** If you have a project planned for the spring, you will need to apply during this application window.
- **Read the application carefully.** It works best to complete the application on a Chromebook, laptop, or desktop.
- **You must be in your personal Google Drive**, not your CCS Drive.
- **There is a new Mini Grant email:** [ceaminigrants@gmail.com](mailto:ceaminigrants@gmail.com).
- There are two ways to contact the Mini Grant Committee if you have questions during the application process. Go to [ceaminigrants@gmail.com](mailto:ceaminigrants@gmail.com) or call or text Tracie Helmbrecht at (614) 398-1201.

### Know the Contract: Religious Leave

Our contract ensures that educators have the right to participate in their religious traditions. Section 702.11 of the *CEA Master Agreement* allows bargaining unit members to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off. Remember that a request for religious leave must be made in writing to the Human Resources Department at least five school days prior to the holiday.

### CEA Fall Fling: Be There!

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 175 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.



Contact Teri Mullins at [tmullins@ceaohio.org](mailto:tmullins@ceaohio.org) or call her at (614) 253-4731 if you would like to volunteer.

### Flu Shots will be available at the Fling!

It's your best 'shot' at staying safe. While you're enjoying your evening of festivities at the Fling, take a moment to protect yourself by getting your free flu shot. By getting your flu vaccination, you are not only protecting yourself but those in the community that are more vulnerable. This also means fewer days affected and a quicker recovery. Sign up ahead of time by getting your documentation completed so we will know how many of you to expect. Go to: <http://waitwhile.com/locations/columbuscityschools->

# 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/4d9TCPq](http://bit.ly/4d9TCPq).

<b>Cassady ES Amber Hall</b>	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.
<b>CCS Administration</b>	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.
<b>CCS Administration</b>	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 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...	Requested to be filed at Step 2.
<b>CCS Administration</b>	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...	Advanced to arbitration.
<b>CCS Administration</b>	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.
<b>CCS Administration</b>	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 school year...	Advanced to arbitration.
<b>Ohio Ave. ES Anthony Williams</b>	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...	Grievance withdrawn.
<b>CCS Administration</b>	During the 2023/2024 School Year, grievant performed BOARD authorized supplemental services for which she has not been compensated, in violation, misinterpretation, and/or misapplication...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for all 2023-2024 BOARD-authorized supplemental services performed at the Master...	Filed at Step 1.
<b>CCS Administration</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide students equitable access to technology and failed to...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide students equitable access to technology and provide instructional materials and...	Filed at Step 2.
<b>CCS Administration</b>	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration's unilateral expansion of the citywide standardized testing program...	The grievants shall be made whole in every way including, but not limited to the following: The Board/Administration shall immediately rescind the directive issued on or about September 13, 2024, and cease and desist...	Filed at Step 2.

## 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.

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

## 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.ccssoh.us/Page/2340>. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

## 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, Oct. 3. The following is a list of buildings/units that were represented at the Sept. 12 Legislative Assembly:

17th Ave. Service Center, 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, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Central Enrollment, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC SS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Gifted Academy, Columbus Global Academy, Columbus International HS, Columbus Online Academy, Como ES, Cranbrook ES, Devonshire ES, Eakin ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven 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 & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard ES, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Leawood ES, Liberty ES, Lincoln Park ES, Lindbergh ES, Linden STEM Acad., Linden-McKinley STEM Acad., Livingston ES, Maize ES, Marion-Franklin HS, Medina MS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Parsons ES, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert ES, Social Emotional Learning Practitioners, Social Workers, South HS, Southland, Southwood ES, Special Ed. Transition Coordinators, Speech & Language, St. Vincent, Starling PreK-8, Stewart Alt. ES, Student Support Center, Sullivant ES, Trevitt ES, Valley Forge ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

## 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: Shirley Caldwell, Sherwood MS.** 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](mailto:leavesofabsence@columbus.k12.oh.us).

**Join the 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. 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.

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**

**C L S W**  
**Cloppert Latanick  
Sauter & Washburn**

(614) 461-4455  
[www.cloppertlaw.com](http://www.cloppertlaw.com)

Contact us today and allow our experience to work for you.