



## United Way Kickoff

The CEA Legislative Assembly, along with CCS Deputy Superintendent Kathryn Moser, kicked off this year's United Way campaign at East HS. The United Way is extremely important to our families and our students.



Look across your classroom. There are probably students sitting there who don't have enough to eat, whose parents have lost their jobs, who don't have access to a dentist, or whose neighborhoods are not safe. You can do something to help. You can give to United Way of Central Ohio. When you authorize a payroll deduction to support United Way, you are helping your students, their families, and many other people across our communities. To make a donation, go to <https://uwco.upicsolutions.org/uwco/CCS>. The campaign ends Friday, Nov. 1. If you have questions, contact your faculty representative or CEA Vice President Phil Hayes at (614) 253-4731.

## PAR Consulting Teachers Needed

Columbus City Schools is opening the pool for Peer Assistance & Review (PAR) Consulting Teachers. Current certificated CEA members who want to grow as a teacher leader are encouraged to apply. Applications will be accepted from those who meet the selection criteria to be placed in the PAR Pool for consideration based on district needs. Those selected will remain active in the PAR Pool for five years. In addition to submitting a letter of interest and a résumé, each applicant is required to have three letters of reference from the following: current building administrator, current CEA SFR, and a professional reference. To download a copy of the job description, go to <https://bit.ly/3zxsOuK>.



All documents are to be submitted to CEA President John Coneglio at the CEA Office 929 East Broad Street Columbus, OH 43205 by 4 p.m. on Oct. 31, 2024. This is a selective interviewing process. Selection to be in the PAR Pool does not mean an immediate placement.

## Open Enrollment — It's Required

During Open Enrollment (Oct. 7–25), all benefits-eligible bargaining unit members must do one of the following:

1. Reconfirm any current benefit elections
2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.)
3. Waive coverage

Employee Self Service (ESS) will be used for the 2025 Open Enrollment process. **Make sure you are able to log on to ESS PRIOR to the start of Open Enrollment.** Benefit choices made during Open Enrollment will be effective Jan. 1, 2025. This year's Open Enrollment is completely virtual. To participate in Open Enrollment, benefits-eligible bargaining unit members can:

1. Log into ESS to make your elections for core benefits (Medical, Dental, Vision, FSA and Life), you do not need a counselor.
2. If you do need support with making your elections through ESS, meet online with an iBTR Benefits Counselor. Visit [iBTR Meeting Scheduler](#) or call (614) 379-8531 to schedule your call center enrollment meeting ahead of time. Appointments will be available Monday–Friday, 8 a.m.–7:30 p.m. The iBTR Enrollment Counselor will be able to complete both Core and Voluntary Benefits enrollment on your behalf.
3. Use ESS to confirm, change or waive your benefit elections. CCS must report health care coverage information for its employees and their dependents to the federal government. Verify that the Social Security numbers entered into ESS for you and your dependents are correct. \* Note that if you are enrolling a new dependent, you will need to verify their eligibility. Be on the lookout for communication from BMI, the District's dependent verification administrator.
4. You must meet with an iBTR Benefits Counselor online or over the phone **to make, change, or terminate** elections for your Voluntary Benefits which include: Whole Life Insurance, Short-Term Disability, Long-Term Disability, Critical Illness Insurance, Accident Insurance, Hospital Indemnity, ID Theft Protection, Pet Insurance, and Term Life Insurance.

If you have questions regarding the Open Enrollment Process, contact CCS Benefits Department at (614) 365-6475 or [benefitquestions@columbus.k12.oh.us](mailto:benefitquestions@columbus.k12.oh.us).

SAVE THE DATE:

# CECE OCTOBER SOCIAL AT OHIO BREWING CO.

## 25 OCTOBER

START AT 4:30

- HALLOWEEN/UNION TRIVIA
- FOOD & DRINKS

QUESTIONS?  
[COLUMBUSCECE@GMAIL.COM](mailto:COLUMBUSCECE@GMAIL.COM)

Stay connected for more information:

SCAN ME

## Mini Grant Application Window Open Now

The CEA Foundation Mini Grant application window **now open 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

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**The CEA Master Agreement is set to expire in fewer than 316 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/3ZP9gN9](http://bit.ly/3ZP9gN9).

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...	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...	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-...	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...	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 ...	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...	Requested to be filed 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...	Grievants shall be made whole in every way, including but not limited to: The BOARD shall immediately implement all programs/initiatives approved by the...	Advanced to arbitration.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement...	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...	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...	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...	Advanced to arbitration.
CCS Administration	During the 2023/2024 School Year, grievant performed BOARD authorized supplemental services for which she has not been compen...	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...	Step 2 hearing held. Awaiting response.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide...	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...	Step 2 hearing held. Awaiting response.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration's unilateral expansion of...	The grievants shall be made whole in every way including, but not limited to the following: The Board/Administration shall immediately rescind the directive...	Step 2 hearing held. Awaiting response.

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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.

## 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). 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](mailto:hayesp@ceaohio.org) and your CEA District Governor.

This section of the *CEA Voice* was left intentionally blank because it contains information for CEA Members Only.

## 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.

## PAR Presents...

The Peer Assistance & Review (PAR) Program facilitates professional development sessions which are open to all CCS educators. Call the PAR Office at (614) 365-5110 for more information.

Sept. 24 Nov. 12 Jan. 14	<b>Critic in the Classroom (PDS #70739)</b> This is a series and participants must attend all sessions to receive CEUs 889 E. 17th Ave Columbus 43211 • 4:30–6:30 p.m.
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## 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 **members have been approved for Catastrophic Leave and are in need of donated days: Shirley Caldwell, Sherwood MS; Erin McIntyre, West Mound ES (Building Sub); 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](mailto:leavesofabsence@columbus.k12.oh.us).

**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. Apply as soon as you know the date of your conference.

**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. Go to <https://www.csoh.us/Page/2340> To download retirement information or access the Google form to submit notification of retirement. You can contact Teri Mullins, CEA Staff Consultant 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.eduu.org/join-today/>.



**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](mailto:membership@ceaohio.org).

**CL S W** Cloppert Latanick Sauter & Washburn

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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.

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**OEA/NEA Attorney Referral Program**

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