

This section
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the
CEA Voice
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it contains a
political
endorsement.

United Way–Campaign ends November 1

When you give to United Way in celebration of our centennial, you're joining a movement to set our children and the entire community on a path to success for generations to come. Your generous contribution stays here, in the place you call home.



United Way is uniquely positioned to bring together educators, corporations, nonprofits and government entities, as well as donors and volunteers like you, to ensure every child has the resources and opportunities necessary to succeed in school and life. Join us in our vision for a stronger, more equitable community and give today.

If you have questions, contact your faculty representative or CEA Vice President Phil Hayes at (614) 253-4731.

Symone D. Sanders Townsend, Keynote Speaker for MLK Awards Dinner

Symone rose to prominence in 2016 as the national press secretary for U.S. Senator Bernie Sanders's then-presidential campaign. At 25, she became the youngest presidential press secretary on record and was named to Rolling Stone Magazine's list of 16 young Americans shaping the 2016 election. At 29, she published her first book, *No, You Shut Up: Speaking Truth to Power and Reclaiming America* and served as a senior advisor for President Joe Biden's 2020 presidential campaign. At 31, Symone was appointed as a senior member of the Biden-Harris administration serving as Deputy Assistant to the President and Senior Advisor and Chief Spokesperson to Vice President Kamala Harris. With her White House appointment, Symone became the first Black woman to serve as a spokesperson to a Vice President. In 2022, she joined MSNBC to host SYMONE providing essential context on the most pressing issues facing Americans today.



Symone D. Sanders Townsend

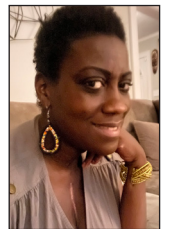
Now, Symone brings her depth of her experience to MSNBC's The Weekend, where she and her co-hosts serve as the go-to source for viewers on headlines of the day.

The Columbus Education Association's 44th Annual Dr. Martin Luther King, Jr. Humanitarian Awards Dinner will be **Thursday, Jan. 16, 2024**. Reserve your seat today! Tickets are \$50 individually or tables of (8) are \$400. For reservations, call CEA at (614) 253-4731.

The social hour starts at 6 p.m. with dinner following at 7 p.m. The event will be held at the Columbus Convention Center (Battelle North), 400 North High Street.

Transplant Needed

Robyn Chernack, Intervention Specialist at Cedarwood ES, is in need of a kidney donation from a living donor. Such donations are typically very successful and ideal when made by living donors. Eligible donors have matching blood types and are free of diseases including high blood pressure, diabetes, cancer, kidney and heart disease. Donors recover completely and are able to lead normal lives. Anyone interested in being tested for a possible match for donation can call Jen Gable at the CEA office for more information.



To find out how to participate in becoming a donor, go to: <https://wexnermedical.osu.edu/transplant/living-kidney-donation>.

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/2024/10/Grievance-241028-11.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,...	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...	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...	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...
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022...	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...	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...	Grievants shall be made whole in every way, including but not limited to: The BOARD shall immediately implement all programs/initiatives approved by...	Advanced to arbitration.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the MOU - Working Agreement for...	Grievants shall be made whole in every way, including but not limited to: The board shall immediately rescind notices of nonrenewal and issue one...	Advanced to arbitration.
CCS Administration	During the 2023/2024 School Year, grievant performed BOARD authorized supplemental services for which she has not been...	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...	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...	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...	The grievants shall be made whole in every way including, but not limited to the following: The Board/Administration shall immediately rescind the...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for 2024-2025...	Filed at Step 1.
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022...	The grievance shall be made whole, and every way, including, but not limited to the following, the administration will make every feasible effort as soon as...	Filed at Step 1.
CCS Administration	The BOARD violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Maste Agreement, when...	The Board shall cease the involuntary transfers of impacted staff, returning them to Columbus Schioto 6-12. No reprisals shall be taken against the...	Filed at Step 2.

Honoring Educators Who Served in the Armed Forces

Educators play a vital role in shaping future generations, and those who have also served in the U.S. Armed Forces bring unique perspectives and experiences to the classroom. As we honor these dedicated individuals, we recognize their dual commitment to both education and service to their country.

Veteran educators often embody qualities such as leadership, discipline, and resilience, which they instill in their students. Their military backgrounds enable them to foster a sense of responsibility and community, creating a learning environment grounded in respect and teamwork. These educators often share valuable life lessons, drawing from their experiences in diverse and challenging situations.

Let us take a moment to honor those who have worn both the uniform of our armed forces and the badge of an educator. By highlighting their contributions, we not only enrich our educational system but also strengthen the bonds of respect and gratitude between military service and the teaching profession. In doing so, we ensure that the legacy of service continues to inspire future leaders in our communities.

We want to recognize the veterans among our CEA ranks. Submit your name and service to hernb@ccaohio.org. **Do not hesitate to respond to be included in the Nov. 11 issue of the CEA Voice.**

Spring 2025 Fee Waivers

The application period will be open from Oct. 28–Nov. 14, 11:59 p.m. Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. You will automatically be sent a confirmation email once your application is submitted. To complete the online application, Go to <http://bit.ly/2jhWSjd>. If you have **Priority I** or **Priority II** status, upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation. Go to <https://www.ccssoh.us/Page/4815> for assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance.

Bargaining Update

An in-person bargaining town hall/training will be held Nov. 7, 2024. At this meeting, CEA members will learn how the bargaining process works, learn about engagement opportunities, and share ideas for the member survey on bargaining. The meeting will held at the **Plumbers & Pipefitters Local Union Hall** (1250 Kinnear Rd.) from 4:30–6:30 p.m. Members attending the entire training will be eligible for 0.2 CEUs. **You must be a CEA member in order to attend this meeting.**

Bargaining Issues Survey

On Friday, Oct. 11, a link to the Bargaining Issues Survey was sent to your personal email address. This survey will remain active until midnight on **Sunday, Nov. 10**. This is your opportunity to have your concerns heard. All of the proposals submitted through the survey, as well as items discussed and submitted during the town halls will be compiled into a Bargaining Priorities Survey. For security reasons, you will not be able to open the survey on a district computer or your own

device while connected to district wifi. If you did not get a link to the survey, and have checked your clutter, junk, and spam folders, send an email from your personal email account to tellcea@ccaohio.org with your **name** and **building/unit**.

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. See a job description at <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.

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:** **Erin McIntyre, West Mound ES (Building Sub); Jewelicia Reedus, CEC (displaced) and 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.

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.

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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.

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

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