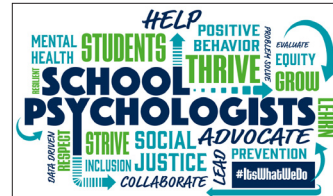


This section  
of  
the  
*CEA Voice*  
was left  
intentionally  
blank because  
it contains a  
political  
endorsement.

### Honoring School Psychologists

School psychologists play a vital role in shaping the educational experience and emotional well-being of students. Often working behind the scenes, these dedicated professionals are essential in fostering a positive school environment and supporting the diverse needs of students.



School psychologists bring a unique blend of training in psychology, education, and child development. They assess students' academic and emotional challenges, providing critical insights that help educators tailor their teaching strategies. Through individualized support, they help students overcome barriers to learning, from learning disabilities to mental health issues, ensuring that every child can thrive.

Beyond assessments, school psychologists are advocates for mental health awareness within schools. They provide resources and training for teachers and staff, promoting a culture of understanding and empathy. By implementing programs that address bullying, stress management, and social skills, they create a supportive atmosphere where all students can feel safe and valued.

Their impact extends beyond the classroom; school psychologists also engage with families, offering guidance and support during challenging times. They bridge the gap between home and school, fostering a collaborative approach to student well-being.

As we honor school psychologists, we recognize their unwavering commitment to the mental health and academic success of students. Their efforts not only enhance individual lives but contribute to the overall health of our educational systems.

### Losing One of Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost one of our own. **James Armstrong**, Building Substitute teacher, (Ft. Hayes Career Center) passed away last week. Our hearts and thoughts go out to his family and his colleagues.

### Honoring Educators Who Served in the Armed Forces

CEA wants to recognize the veterans among our CEA ranks.

Submit your name and service to [hernb@ceaohio.org](mailto:hernb@ceaohio.org). Do not hesitate to respond to be included in the Nov. 11 issue of the *CEA Voice*.

To be recognized in the next issue of the Voice, submit your name and branch by Wednesday, Nov. 6.



### 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.ceahio.org/wp-content/uploads/2024/10/Grievance-241104-12.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...	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 written...	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 2022-2025...	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 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...	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.
CCS Administration	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the...	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 supplemental...	Filed at Step 1.
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022-2025...	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 Master Agreement, when classroom...	The Board shall cease the involuntary transfers of impacted staff, returning them to Columbus Scioto 6-12. No reprisals shall be taken against the grievants due to...	Filed at Step 2.
Dominion MS Dorothy Flanagan	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the principal at Dominion MS, Dorothy Flanagan, when...	The grievant shall be made whole in every way, including but not limited to the following: Principal Flanagan shall immediately issue a three-year supplemental...	Filed at Step 1.

## 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.

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.

## 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](mailto: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 [telcea@ceahio.org](mailto:telcea@ceahio.org) with your **name** and **building/unit**.

## 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:** **Tana Samuels**, Eakin ES (Building Sub) and **Kimberly Calloway**, Hamilton STEM Acad. K-6. 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.

**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.educo.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@ceahio.org](mailto:membership@ceahio.org).

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.ceahio.org](http://www.ceahio.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@ceahio.org](mailto:membership@ceahio.org). Call CEA at (614) 253-4731 with questions.