

**Your Dues Dollars at Work: Mini Grants**

CEA is excited to announce the 2024 Fall Mini Grant recipients. More than \$31,000 has been awarded for a wide array of transformative and high-impact projects that will lead to higher student achievement in all academic areas. Please join us in congratulating the following CEA members:



**Early Career Educator Grant**

(open to CEA members in years 1-5) up to \$450 awarded per grant

Katelyn Bednar	École Kenwood	Authentic texts for our global citizens
Rebecca Bomer	Devonshire ES	Classroom Library
Deja Carthon	Buckeye MS	Express Urself
Lucy Farr	Binns ES	SEL Sensory Resources for the Zones of Regulation
Madison Heasley	Columbus Gifted Acad	Puzzling Activities to Enhance Flexible Thinking for Gifted Learners
Molly Heinmiller	Leawood ES	Social Emotional Learning Impacts all Learning
Brittany Lewis	East Columbus ES	Calming Center
Longxin Liu	Cranbrook ES	Emotion Management
Sarah Lyons	Linden STEM Acad	Peace and Quiet
Allison Martz	South Mifflin STEM Acad, Trevitt SNP	Early Intervention-Play Based Speech Therapy
Haley Micsak	Eastgate ES & Central Enrollment	Play-Based Opportunities to Support Development of Communication Skills
Christian Minor	Ft Hayes CC	Masonry Program Start-up
Christine Moore	Cranbrook ES	Self-Regulation for Success
Kelsey Pakkala	Ohio Ave. ES	Classroom SEL/Sensory
Gina Rancitelli	Ridgeview MS	Health & Wellness at RMS!
Julia Romano	South HS	Drama Club
Stefani Smith	Siebert ES	School Counselor To-Go Kits
Katie Spreen	Maize ES & North Linden ES	5th grade reading challenge at Maize ES
Natalie Ziccardi	Moler ES, St. Vincent	Support for Students using Gestalt Language

Christina Schetter	Windsor STEM Acad & Beatty Park ES	Therapy Space Resources & Design
Devorah Schlein	Eakin ES	Winter Wonderland
Melissa Scott	Champion MS	Hands-On Science Learning
John Sullivan	Oakmont ES	Comfort Corner/Figit Fighters
Allison Volz	Westmoor MS/Champion MS	Bilingual Books for Belonging
Merele Wilder	PAR Office	Getting Around Brown-How Cols Schools & Feeder Patterns Have Evolved

**PBIS/SEL Grant**

(open to all CEA members) up to \$400 awarded per grant

Justin Baker	South HS	Creating a Calm Classroom
Aimee Crosby	Beatty Park ES	Sensory Intergration in the Classroom
Sarah Delcamp	Parkmoor ES & Innis ES	Positive Sensory Experiences in Music Class
Lisa Frank	Africentric EC ES	PBIS Super Celebrations
Katherine Goldman	Westmoor MS	SEL fidgets
Maria Gross	Innis ES	Calm Boxes
Jelisa James	Northland HS	Building on our SEL/PBIS foundations
Megan Jewell	Eakin ES	Eakin ES Winter Wonderland
Lavonne King	Parkmoor ES	SEL/Sensory Tools
Erin Lewis	Yorktown MS/Easthaven ES	Zones of Regulation
Kim Maupin	Avondale ES	Mindful Meetings with Mrs. Maupin
Johari Mitchell	Cols Spanish Imm Acad	The Gift of Quiet: Cultivating Flexibility and Tranquility in Students Through Dismissal SEL
Brittany Pierce	Yorktown MS/Oakmont ES/SELP	SEL Teacher Kits
Gabrielle Richardson	Northland HS	Viking PBIS Holiday Store
Quetah Sackie-Osborne	Berwick ES	Soothing Sensory Brain Breaks
Lauren Sferrella	Devonshire ES	Calm Down For All
Marcia Strup	Huy/AG Bell, Northgate IS, Dominion MS, Northland HS	Cooling the Chaos Within-SEL library & calming tools
Julie Thomas	RidgeviewMS	SEL at Ridgeview
Keisha Trammell	Eastgate	SEL and Yoga Mats

**General Grant**

(open to all CEA members) up to \$400 awarded per grant

Anna Baker	Cedarwood ES	Cedarwood Sound
Olivia Bennett	Speech Dept, Oakland Park ES, Winterset ES	Sensory Tools for All Learners
Diane Bertke	Speech & Language-Devonshire ES	Speech Materials for Nonspeaking Students
Teresa Bombrys	PAR Office	Enhancing Teacher Well-being to Boost Student Achievement
Allison Brooks	Cols Prep. School for Girls	Music For All Part 2
Atanya Brown	Maize ES	Calming Corner
Tiffany C. Dye	Lindbergh ES	Sounds to Success: Phonics Empowerment Grant
Tina Cegala	Ridgeview MS	Gothic Stained Glass
Brandy Davies	Woodcrest ES	Winter Events
Sonja DeGenova	Woodcrest ES	Voices Abound: A Tapestry of Tales
Kristine Graft	OT/PT Dept, Colerain, Ridgeview, Centennial, Central Enrollment Intensive	Power wheelchair training & accessibility training
Abigail Hamilton	Colerain ES	Toy to increase Functional Communication
Jennifer Harvey	Easthaven ES	Math Games are Figure-out-able
Sarah Heinselmann	Liberty ES	Speech & Language Therapy Materials
Heather Hobbs	Watkins ES	Classroom Supplies for Centers, Art & STEM Activities
Lydia Jones	Briggs HS	Balanced Bruins-Mindfulness & Mindful Movement on the West Side
Melissa Lawson	Ridgeview MS & Scioto 6-12 (plus 6 elementaries,)	D&D at Scioto 6-12 & Ridgeview MS
Ashley Luedeke	Parsons ES	Cosy Corner
Yasmeen Mallory	Moler ES	Headphones & Motivation Prizes for Moler
Marin McDaniel	Columbus Africentric MS & South Mifflin STEM	Let's Regulate So We Can Learn
Dustin O'Neil	Arts Impact MS	Learning through osmosis

**STEAM/STEM Grant**

(open to all CEA members) up to \$600 awarded per grant

D Keith Adams	Champion MS	Blooms Abounding in Our Classroom
Corey Blanton	Indianola Inf K-8, Valley Forge, Gifted & Talented	Silverquicken Quest Club
Marsha Bracken	Northland HS	Wipebook! Stand up and Collaborate with All Derek Braun World Language MS eBird Cornell Lab of Ornithology Citizen Science
Keith Emrick	Berwick ES	Berwick STEM Achievers
Lesley George	Huy ES, Avalon ES, OT/PT Dept	STEAM Tools for Fine Motor Success
Lauren Goheen	Cassady ES	Cooking Club
Rod Hardesty	Medina MS	STEM projects & inquiry based science
Isha Matthews	Berwick ES	Minds On Science
Lori Rice	Cols Gifted Acad	Building Robots
Kerri Steiningner	Indian Springs ES	STEM Learning
Kelsey Wolfe	Hamilton STEM Acad, Como ES, ES, Huy ES	Engage, Explore, Empower: STEAM Fine Motor Fun
Benjamin Wozniak	Arts Impact MS	Kinetic & Potential Energy Unit

**Stop. Think. Call CEA!**

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think, and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.



A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the

meeting. Don't refuse to attend, but ask why.

- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't or can't.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.

You have the right to the representative of your choice, not your principal's choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don't feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting

Continued on Page 2

**The CEA Master Agreement is set to expire in fewer than 274 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 <https://www.ceaohio.org/wp-content/uploads/2024/11/Grievance-241118-14.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...	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 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 of...	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	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide students...	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...	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...	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...	Denied at Step 1. Step 2 hearing pending.
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022-2025...	The grievants shall be made whole, and every way, including, but not limited to the following, the Administration will make every feasible effort as soon as possible...	Relief is granted. Based on the information presented at...
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...	Denied 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...	Requested relief denied.

Continued from Page 1

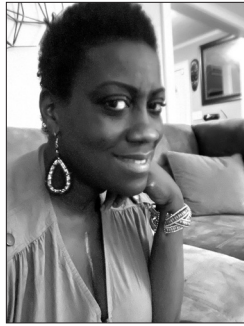
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the *CEA Master Agreement*.

## 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>.

## Honoring Veterans

CEA wants to recognize the veterans among our ranks:

**Air Force: Debra Gwinn-Foreman** ☆

We salute our veterans and give them our deepest respect. *Thank you for your service.*



## Stay Connected to CEA

With the bargaining process beginning soon, make sure you don't miss crucial information that will impact you and your co-workers. If you are not getting at least weekly emails from CEA, you are not going to stay informed about the negotiations process that effects every part of your working environment. NEA and OEA also send periodic messages informing you about important benefits and events that strengthen our collective voice.

CEA is your direct line, a voice that will speak on your behalf and negotiate teaching and learning conditions that benefits everyone concerned.

## Grants for New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the Central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients.

Go to <https://forms.gle/UaUAj5mChXfTbfne7> to complete an application. **Completed applications must be received by Dec. 13, 2024.** Grant recipients will be notified by Jan. 17, 2025.

## Join us for the 44th Annual MLK Awards Dinner

The Columbus Education Association's 44th Annual Dr. Martin Luther King, Jr. Humanitarian Awards Dinner will be Thursday, Jan. 16, 2025. Reserve your seat today! Tickets are \$50 individually or tables of (8) are \$400. For reservations, call CEA at (614) 253-4731. The keynote speaker is Symone D. Sanders Townsend, author and TV anchor from MSNBC.

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.

## 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 **Heidi Dooley**, Mifflin HS (Nurse). 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).

The **Professional Leave Fund** for the **2024-2025** school year **has been exhausted**. The earliest date to apply for the 2025-2026 school year will be posted at a later date.

**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).

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

**CEA Members:** If you are not receiving electronic communications from CEA, email [hernb@ceaohio.org](mailto:hernb@ceaohio.org) with your name and non-CCS email address. This issue can usually be resolved quickly.

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