

Is Your License Expiring?

If your license from ODE is expiring June 30, 2025, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before Mar. 15 to be licensed by ODE for the 2025–2026 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.



In addition to the online application, you will need to complete a background check. All fingerprinting must be completed electronically through Webcheck. A permanent certificate still requires fingerprinting every five years. The Human Resources Department, located at 3700 S. High St., oversees this process. The CCS Fingerprint Office is open Monday through Friday, 8 a.m.–4 p.m. It is important to note that face-to-face operations are on an **appointment-only** basis. To schedule a date and time to complete your fingerprints, go to <https://bit.ly/3ICxYZ9>. If you have questions about the date of your last background check, or if you don't plan to renew your license, contact Leslie Butler, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us. Contact Leslie, as well, about questions concerning CEUs or the license renewal process.

CEA Bargaining Team for 2025

CEA President John Coneglio would like to congratulate the following CEA members for applying for and accepting a position to the CEA Bargaining Team: Benjamin Alexander, Traci Arway, Heather Barnett, Tabetha Baumann, Heidi Baxter, Karen Bromberg, Becky Coyne, Cassandra Daniels, Julia Craig Romano, Carla Davis, Angel Dyer Sanchez, Keith Emrick, Victoria Evans, M. D. Ferguson, Megan Flanagan, Regina Fuentes, Ashley Green, Jennifer Harvey, Jacquia Hearn, Tracie Helmbrecht, Megan Hinz, Jada Jackson, Lolita Johnson, Traci Johnson, Renée Kelley, Stephen Kellest, Dana Matunas, Cameron McCann, Rebecca McGrath Hinkle, Garrett Merle, Britt Mickle, Amy Mondillo, Teresa Rollins, J Sanchez, Chrystina Scoglietti, Denise Sizemore, Cynthia Smithers, Korri Storms, Annelise Taggart, Andrea Tippery, April Walsh, Chris Weyand, Connie Workman, Benita Wright Smith, Laura Young, Angy Zalenski, Dwayne Zimmerman, and Jennifer Zutterling.

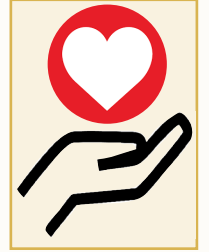
These individuals will be joined by the CEA office staff to make up the full CEA Bargaining Team for this year's negotiations. The Core Team will be announced once we return from Winter Break.

Bargaining Priorities Survey Coming Soon

Your Union would like to thank our members for the many responses we received from the Town Hall meetings and the bargaining issues survey. The issues that were submitted have been compiled and sorted. Beginning around 4:30 p.m. on Friday, Dec. 13, CEA members will receive a link in their personal email for the online-only Bargaining Priorities Survey. This survey will close at 11:59 p.m. on Sunday, Jan. 5, 2025. For security reasons, members cannot access the survey from a CCS computer or a device connected to the CCS network. If CEA does not have your home email address, you will not be able to complete the survey online. Contact CEA at tellcea@ceaohio.org if you do not receive the survey or if you have problems accessing the survey.

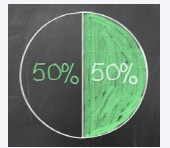
Make a Donation to the Catastrophic Sick Leave Bank

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 health-care benefits. The following members have been approved for Catastrophic Leave and are in need of donated days: **Tana Samuels, Eakin ES (Building Sub); Heidi Dooley, Mifflin HS (Nurse); and Kimberly Keyes, East 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.



Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. All job shares must be a 50/50 split.



If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. One form **MUST** be submitted by **EACH** teacher, which will be done electronically for the upcoming 2025–2026 School Year. You must submit this form and one proposed calendar for EACH job share partner. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR).

CEA will compile a list of bargaining-unit members who are looking for job-share partners. Go to <https://bit.ly/jobshare2526> to add your name and fill out the online form. Even if you submitted your name last year, complete the online form again this year. **Submit the completed form no later than 11:59 p.m., Thursday, Dec. 19.** On Friday, Dec. 20, a list of potential job-share partners will be emailed to each applicant completing the online form to assist in finding a job-share partner. **Each partner's completed job-share packet must be submitted to CCS Human Resources, no later than 5 p.m., Tuesday, Jan. 14.**

To download the job-share packet for the 2025–2026 school year, go to <https://bit.ly/3CzUksG> or the CCS Intranet. If you have further questions about job sharing, contact Cindy Love at (614) 253-4731. If you are planning to job share and carry insurance through CCS, the rate will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

Early Childhood Education Book Drive

The Columbus Downtown HS Early Childhood and Teaching Academy programs are sponsoring a children's book drive to benefit Community Development for All People. We are requesting that donations be dropped off or sent to CDHS between Nov. 18–Dec. 13.

BOOK DRIVE 2024

NEW CHILDREN'S BOOKS!
NOV. 18TH - DEC. 13TH
BOOKS MAY BE DROPPED OFF AT
COLUMBUS DOWNTOWN
HIGH SCHOOL
@ 364 S. 4TH STREET, 43215
OR GIVEN TO A TA OR ECE STUDENT.

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

Continued on Page 2

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-241202-15.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 grievant to repeated and/or extreme verbal abuse in the school's office.	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 the future, and that NO REPRISALS be taken against the grievant or any...	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 2022-2025 CEA/CCS Master Agreement when grievant was issued a Written Reprimand without just cause and without regard...	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 required to be retained by law. The Board shall not reference the 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 CEA/CCS Master Agreement when the grievant was issued a Written Reprimand without just cause.	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 Written Reprimand from all employee records, other than those required by law. This...	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 the Board, 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 BOARD shall immediately implement all programs/initiatives approved by the Reform Panel during the 2023-2024 school year. The Board shall cease and desist from violating, misinterpreting, and/or misapplying Articles 102...	Advanced to arbitration.
CCS Administration	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 limited contracts were not deemed renewed and affected bargaining...	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. The Board shall remit to grievants lost wages and actual costs incurred for loss of...	Advanced to arbitration.
CCS Administration	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 provide instructional materials and equipment to implement the District's...	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 equipment to implement the District's educational goals and objectives and to meet...	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 citywide standardized testing program significantly increased teacher duties related to test administration.	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 from expanding the citywide standardized testing program in violation of 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 provisions of the 2022-2025 CEA-CCS Master Agreement when they notified grievant of nonrenewal of her extra duty supplemental contract after the April 30 contractual deadline.	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 wages owed based upon her supplemental contract, including interest at the applicable IRS rate. The Board shall cease and desist from violating, misapplying, and/or misinterpreting Master Agreement provisions, including but not limited to Article 402.02.	Denied at Step 1. Step 2 hearing pending.

Continued from Page 1

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.

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>.

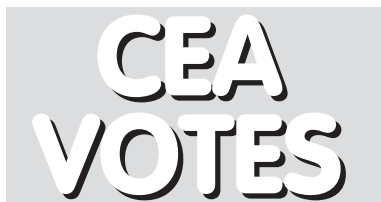
CEA Members will Vote in Spring Election

The following elected positions will be filled in the 2025 CEA Spring Election cycle:

For National and State: NEA Local Delegates; NEA State-at-Large Delegates; 2025-2026 OEA Delegates.

For Local (CEA): District 2 Governor (Davis), District 7 Governor (Jackson), District 8 Governor (Mondillo) and District 9 Governor (Arway).

Declaration forms will be available at www.ceaohio.org on Monday, January 6. **The declaration period begins Monday, Jan. 6. Declaration forms must be received in the CEA office no later than 4:30 p.m., Friday, Feb. 7.** The voting window for units is set to **begin Tuesday, Feb. 25, and end Wednesday, Mar. 11.** Members of the Elections Committee will collect ballots for tally on Thursday, Mar. 13. **Call Elections Chair Brittany Pierce at (440) 225-2631 with any questions.**



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.

Special Notes

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.

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; **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. Call CEA at (614) 253-4731 with questions.

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

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.educu.org/join-today/>.

