

Join Us for the 44th Annual MLK Awards Dinner

CEA is pleased to announce this year's Dr. Martin Luther King, Jr. award winners. We will honor them at the 44th Annual Dr. Martin Luther King, Jr. Awards Dinner, set for Thursday, Jan. 16, 2025, in the Battelle North Ballroom at the Columbus Convention Center (400 N. High St.).

Dr. Antoinette Miranda will receive the Dr. Martin Luther King, Jr. Humanitarian Award. It is given for distinguished service in the community in the areas of education, social justice, or human and civil rights.



Antoinette Miranda, PhD

Dr. Antoinette Miranda is Professor and Director of the School Psychology Program at The Ohio State University and holds the Casto Professorship in Inter-professional Education. She has spent well over 35 years in education, both K-12 and post-secondary. Dr. Miranda has extensive experience working in urban areas and has been involved in several collaborative projects with Columbus City Schools during her tenure at OSU. She serves as a consultant for urban elementary and high schools on ways to increase the academic achievement of their students.

Dr. Miranda has had a life-long passion for making schools work for school-age children, especially those most vulnerable. Her research is focused on issues of diversity such as: developing effective interventions with at-risk children in urban settings, consultation services in urban settings, and the development of racial identity and its relationship to academic achievement. Within the College of Education and Human Ecology, she teaches courses on cultural diversity, behavioral interventions, urban issues, and school psychology.

Dr. Miranda was elected to the State Board of Education in 2016, representing District #6 (Franklin, Delaware and Knox counties). She was reelected in 2020. She lives in Columbus with her husband Jim, a teacher at Eastmoor Academy HS, and their two children, Michelle and Jimmy.

Stephen Ingram will receive the Helen Jenkins Davis Award. Named after the first Black teacher hired by the Columbus City Schools, it is awarded to a Columbus teacher who has worked to promote social justice, diversity, and human rights.



Stephen Ingram

Ingram has been the band director for Linden-McKinley STEM Academy since being hired by CCS in 2017. He is a native of the south side of Chicago and a graduate of Central State University. He fell in love with music in high school where he became a drum major his senior year. That led directly into his decision to major in music. He would graduate from high school and go on to Central State where he was a section leader of both the clarinet and saxophone sections.

Since he became the band director, LMSA's band has received numerous awards for their performances, including first place in the Music in the Streets Battle of the Bands, Southern Heritage Classic Battle of the Bands and the Classic for Columbus Battle of the Bands. Mr. Ingram's mission of education is for students to always rise above challenges and succeed despite the narrative that surrounds our Black youth.

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.

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 Smith**, Physical Education teacher (Cassady ES) passed away last week. Our hearts and thoughts go out to his family and his colleagues.

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@ceahio.org if you do not receive the survey or if you have problems accessing the survey.

Want to Get Out of Your Three-Year Commitment and Be Somewhere Different Next School Year?

Your Union knows that from time-to-time issues arise at your current assignment, especially during your three-year commitment. Sometimes bargaining unit members experience strong philosophical differences with the program(s) within their current assignment. Other times, they experience health and/or safety issues within their current assignment. Bargaining unit members that believe their skills would be best utilized in another assignment within the district have the opportunity to request a voluntary staff reduction from Human Resources. Two reasons can be cited to request a voluntary staff reduction: philosophical differences or health and safety concerns. Individuals who are interested in requesting a voluntary staff reduction must submit their request in writing to HR.

Any full-time contract bargaining unit member can request a voluntary staff reduction. You are not required to inform your administrator, or to ask their permission, to seek a voluntary staff reduction. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administra-

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

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The CEA Master Agreement is set to expire in fewer than 253 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.ceahio.org/wp-content/uploads/2024/12/Grievance-241209-16.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 arbitration.
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-year...	Advanced to arbitration.
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 provisions...	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 supple...	Denied at Step 1. Step 2 hearing pending.

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tors. Keep in mind that requesting a voluntary staff reduction is just that—a request. Ultimately it is the decision of HR whether or not to grant each bargaining unit member's voluntary staff reduction request. The deadline for teachers to submit their request for a voluntary staff reduction is Tuesday, Jan. 14.

To submit your request, go to bit.ly/3BLKjig. Individuals requesting a voluntary staff reduction must provide specific reasons for making the request; simply writing that you want a voluntary staff reduction is not enough. Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified of their outcome by HR in late January or early February.

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>.

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.

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.

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 children's new book donations be dropped off or sent to CDHS between Nov. 18-Dec. 13.

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.ceahio.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.**

Special Note

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.

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.