



Super Severance: Good Attendance Pays Off for Retirees

If you want enhanced (or super severance) pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. You will receive pay for 50% of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 also means you receive more for your unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted. To estimate the amount of your severance pay, access Employee Self Service and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.

Notifications of retirement are being accepted in electronic format only. To submit your notice of resignation, go to <https://forms.gle/qpv9t4EQAZSnTY56>. The example below represents a retiring teacher with a yearly salary of \$112,747 (Master's at Step 31) with a daily rate of \$578.19, 410 sick leave days and 30 personal leave days.

You would receive **\$30,779.98 more** when notifying the District of your intent to retire by Feb. 1.

Notification by Feb. 1 * 2025				Notification after Feb. 1 *			
Sick Leave				Sick Leave			
Rate	Per Diem	Amount		Rate	Per Diem	Amount	
1st 100 days x 25%	x \$578.19	=	\$14,454.75	410 days x 20%	x \$578.19	=	47,411.58
2nd 100 days x 30%	x 578.19	=	17,735.70				
3rd 100 days x 35%	x 578.19	=	20,271.65				
4th 100 days x 40%	x 578.19	=	23,127.60				
10 days x 45%	x 578.19	=	2,601.86				
+ Personal Leave				+ Personal Leave			
Rate	Per Diem	Amount		Rate	Per Diem	Amount	
30 days x 50%	x \$578.19	=	\$8,672.85	30 days x 50%	x \$578.19	=	\$8,672.85
Total			\$86,864.41	Total			\$56,084.43

*This example is for illustration purposes only and is not intended for use as an official calculation.

Join Us for the 44th Annual MLK Awards Dinner

CEA is pleased to announce this year's Dr. Martin Luther King, Jr. award winners. 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. 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. The keynote speaker is Symone D. Sanders Townsend, a former advisor to the 2020 Biden Campaign as well as former Vice Presidential spokesperson for Vice President Harris. Additionally, she is an author and a TV anchor for MSNBC. The social hour starts at 6 p.m. with dinner following at 7 p.m. The 44th Annual Dr. Martin Luther King, Jr. Awards Dinner is set for Thursday, Jan. 16, in the Battelle North Ballroom at the Columbus Convention Center (400 N. High St.). Call CEA for tickets at (614) 253-4731. We are now able to accept credit cards as a form of payment for this event.



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 about questions concerning CEUs or the license renewal process.

Article 211 Calendar

Calendar to coordinate Article 211 activities with the Talent Department, Budget, and district stakeholders for the 2025–2026 School Year's staffing needs. Training updates, information, and alerts will be communicated from a single source, the Article 211 email inbox article211@columbus.k12.oh.us.

Date	Plan Description
JANUARY	Tues., 1/14 Deadline for Job Share Packets & Requests for Voluntary Staff Reduction based on "Philosophical Difference or Health and Safety" due (electronically) to Talent Department by 5 p.m.
	Wed., 1/15 Article 211 Training for Principals/Supervisors/Faculty Representative (Mandatory) Location: Virtual via Zoom 10–11 a.m. (Departments) 1–2 p.m. (Region 1 and Region 2)
	Wed., 1/15 Article 211 Training for Principals/Supervisors/Faculty Representative (Mandatory) Location: Virtual via Zoom 10–11 a.m. (Region 3 and Region 4) 1–2 p.m. (Region 5 and Region 6)
FEBRUARY	Thurs. 2/6 Deadline to provide written notification to staff of reorganizations & staff reductions (Ensure written notification) *Future reorganizations may be necessary due to vacancies that occur*
	Mon. 2/10 Alternative Interview Panel Due to CEA
	Tues. 2/11 Round 1 Postings OPEN [All known openings] by 2 p.m.
	Thurs. 2/13 Round 1 Postings CLOSE (End of Quarter—Traditional SY Calendar) Applications no longer accepted after 6 p.m.
	Fri. 2/14 Round 1 Interviews OPEN – Interviews conducted by Zoom Only [All known openings] (Building Substitutes with an ODE license & Full and Part Time Hourly teachers are eligible for the round; special education teachers that selected a "guaranteed" position during bidding are not eligible) Interview Times are as follows: • Elementary & K-8: After 3:30 p.m. • Middle & High Schools: After 2:30 p.m.
	Wed. 2/19 Round 1 Interviews CLOSE Interviews end at 6 p.m. Offers begin at 6 p.m. Selection Agreement Forms & Rosters sent by Talent Department to Principals (electronically) by 12 p.m.
	Tues. 2/25 Round 2 Postings OPEN [All known openings] by 2 p.m.
	Thurs. 2/27 Round 2 Postings CLOSE (End of Quarter—Traditional SY Calendar) Applications no longer accepted after 6 p.m.
	Fri. 2/28 Round 2 Interviews OPEN – Interviews conducted by Zoom Only [All known openings] (Building Substitutes with an ODE license & Full and Part Time Hourly teachers are eligible for the round; special education teachers that selected a "guaranteed" position during bidding are not eligible) Interview Times are as follows: • Elementary & K-8: After 3:30 p.m. • Middle & High Schools: After 2:30 p.m.
MARCH	Tues. 3/4 Round 2 Interviews CLOSE Interviews end at 6 p.m. Offers begin at 6 p.m. Selection Agreement Forms & Rosters sent by Talent Department to Principals (electronically) by 12 p.m.
	Tues. 3/11 Job Fair—4:30 p.m. (3700 S. High Street)

The CEA Master Agreement is set to expire in fewer than 225 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.ccaohio.org/wp-content/uploads/2024/12/Grievance-250106-18.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 future;...	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...	Advanced 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...	Denied at Step 1. Step 2 hearing pending.
CCS Administration	The Master Agreement was violated, misinterpreted, and/or misapplied when grievant was issued a three day unpaid suspension...	Grievant shall be made whole in every way, including not limited to the following: The Board shall remit to grievant any/all wages and benefits lost as a...	Filed at Step 2 per Article 404.02(E) of the Master Agreement.

Delegates to OEA RA

The following members of the CEA contributed their time by attending the OEA Representative Assembly on Saturday, Dec. 7:

D Keith Adams, Benjamin Alexander, Jamel Ammons, Melissa Angione, Traci Arway, Chris Barr, Lori Barton, Tabettha Baumann, Heidi Baxter, Bethany Bell, Jessica Bennett, Jacqueline Broderick Patton, Larry Carey, Courtney Coman, John Coneglio, Traci Cottrell, Rebecca Coyne, Kriston Crombie Stotik, Cassandra Daniels, Clarence Daniels, Carla Davis, Angela Dyer Sanchez, Keith Emrick, Victoria Evans, Janaya Foster, Regina Fuentes, Amy Glowark-Mondillo, Terri Griffin, Jill Grimm, Danica Hall, Jennifer Harvey, Tai Hayden, Jacquia Hearn, Megan Hinz, Bronda Jackson, Jada Jackson, Lisa Johnson, Lolita Johnson, Traci Johnson, Elise Kestenbaum, Christopher Kopp, Cindy Love, Whitney Mahan, Kay McGough, Julie Meyer, Christopher Monteiro, Neil Moore, Teri Mullins, Jocelyn Reedus, Tracy Rivers, Yvonne Roberson, Tina Roeger, Dale Rucker, J Sanchez, Brittany Saunders, Trisha Seiler, Amy Sewell, Cynthia Smithers, Christopher Weyand, Merele Wilder, Darian Williams, Ladajsha Williams, Lesia Williams, Laura Wintle, Constance Workman, Ardelia Young, Dwayne Zimmerman, and Jennifer Zutterling.

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>.

Spring 2025 Election

The following elected positions will be filled in the 2024-2025 election cycle.

For National and State: **NEA Local Delegates; NEA State At-Large Delegates***; and **2025-26 OEA Delegates**.

For Local (CEA): **District 2 Governor (Davis), District 7 Governor (Jackson), District 8 Governor (Mondillo), and District 9 Governor (Arway)**. The **Declaration Period begins Monday, Jan. 6**. Declaration forms will be available for download at www.ccaohio.org. **Declaration forms must be received in the CEA office no later than 4:30 p.m., Friday, Feb. 7**. Ballots will be sent to buildings the week of Feb. 21. The **voting window** for units **begins Tuesday, Feb. 25**, and **ends Tuesday, Mar. 11**. Members of the Elections Committee will **collect ballots for tally on Wednesday, Mar. 12**. Call Elections Chair Brittany Pierce at (440) 225-2631 with any questions.

**Note that NEA State At-Large Declaration Forms are separate; you may find a copy on the CEA website, but you must submit it to William Baird at OEA by Jan. 31, 2025.*

Want to Get Out of Your Three-Year Commitment?

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. 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. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administrators. 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.

Go to bit.ly/3BLKjig to submit your request. 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 neither 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.

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. On Dec. 20 a list of potential job-share partners was 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 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.

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); Heidi Dooley, Mifflin HS (Nurse); Erin McIntyre, W. Mound ES, Building Sub; Nicole Holley, Yorktown MS.** To donate, **complete the Catastrophic Sick Leave Donation Form**, available on the CEA and CCS websites. Submit the completed form to leave-sofabscence@columbus.k12.oh.us.