



Records Day is Remote

On Wednesday, Jan. 22, there will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators. This is your day to spend working remotely on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records Day is a work day. All members are expected to work at their regular start time and work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take valuable time away from our ability to provide additional support for our students.

Take the CEA Staff Survey

Spring is coming, and with it comes the Article 211 selective interview process. Whether you have to interview this spring or you are thinking about interviewing, we know you want to make an informed decision. What better way to find out about a potential new school than from the CEA members that currently work there? Participants will be able to rate work locations on professional environment, democratic procedures, teacher involvement, and other important areas. Members may provide additional open-ended, anonymous responses on the survey.

The 2024–2025 annual staff survey will be administered online. Additionally, this year's survey will offer bargaining unit members in citywide departments the opportunity to rate their department as well. An email containing the link to the survey was sent to members' non-CCS email addresses on Friday, Jan. 17. The survey will close on Sunday, Feb. 2, at 11:59 p.m. If you did not get the email message or if CEA does not have your current non-CCS email address, send it to telcea@ceaohio.org to participate in the survey. You will be able to access this survey from home or from work. The survey results for each school/building will be published on CEA's website, so you can make informed decisions during the 211 Process.



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/qpv9t4EQAZSnpTY56>. The Jan. 6 *Voice* showed a table representing 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.

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

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–Friday, 8 a.m.–4 p.m. **Face-to-face operations** are on an **appointment-only** basis. To schedule a time to complete your fingerprints, go to <https://bit.ly/3lCxYZ9>. If you have questions about the date of your last background check, or 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 Article211 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)
	Thurs., 1/16 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) <i>*Future reorganizations may be necessary due to vacancies that occur*</i>
	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)

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/2025/01/Grievance-250113-19.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...	Settled prior 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.

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: 2025 NEA Local Delegates; NEA State At Large Delegates*; 2025-26 OEA Delegates. **For Local (CEA):** Dist. 2 Governor (Davis), Dist. 7 Governor (Jackson), District 8 Governor (Mondillo), Dist. 9 Governor (Arway).

The Declaration period begins on 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. on Friday, Feb. 7. Ballots will be sent to the building the week of Feb. 17. The voting window for units is set to begin on **Tuesday, Feb. 25**, and end on **Tuesday, Mar. 11**. Members of the Elections Committee will collect ballots for tally on **Wednesday, Mar. 12**. Contact 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 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: **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 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@ccaohio.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.ccaohio.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@ccaohio.org. Call CEA at (614) 253-4731 with questions.