



**Honoring Black Americans**

This month, we focus on the contributions of many Americans who were left out of the history books for far too long. Black History Month invites us to honor the accomplishments of Black Americans and to emphasize that American history doesn't belong to any one group of people.

Black History Month began in 1926 when historian Carter G. Woodson urged fraternity brothers of Omega Psi Phi Fraternity to promote a "Negro History Week." Woodson, a Harvard-trained historian and founder of the Association for the Study of African American Life and History (ASALH), believed that promoting the achievements of Black people would help to combat prejudice and build a sense of pride among his people. Since 1976, every U.S. President has officially designated the month of February as Black History Month. Other countries around the world, including Canada and the United Kingdom, also devote a month to celebrating Black history.

This year's ASALH Black History Month theme is "African Americans and Labor" – particularly timely as your Union enters bargaining season and as we continue to celebrate the resurgence of organized labor power nationwide.

From the ASALH: "2025 marks the 100-year anniversary of the creation of Brotherhood of Sleeping Car Porters and Maids by labor organizer and civil rights activist A. Philip Randolph, which was the first Black union to receive a charter in the American Federation of Labor. Martin Luther King, Jr. incorporated issues outlined by Randolph's March on Washington Movement such as economic justice into the Poor People's Campaign, which he established in 1967. For King, it was a priority for Black people to be considered full citizens. The theme...intends to encourage broad reflections on intersections between Black people's work and their workplaces in all their iterations and key moments, themes, and events in Black history and culture across time and space."

There are many ways to celebrate Black History Month. We can read Black authors, support Black-owned businesses and non-profit organizations, learn about Black leaders, organize education events and more. For articles, videos, activities and more resources, visit <https://asalh.org/about-us/about-black-history-month/#celebrate>.



world; for focusing on positive ways to enhance students' academic, career and social/ emotional development; and working with teachers and other educators to provide an educational system where students can realize their potential and set healthy, realistic and optimistic aspirations for themselves. School counselors are certified, experienced educators with a master's degree in school counseling. The combination of their training and experience makes them an integral part of the total educational program.

CEA recognizes the extremely important job our Counselors perform. Please reach out to your School Counselor this week and thank them for a job well done.

**Make a Difference in Columbus, Support the United Negro College Fund**

On Thursday, Feb. 6, CEA Faculty Representatives will gather at The Boat House to kick off CEA's UNCF Drive. UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar raised is designated for scholarships for CCS students. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation. Please be generous in your giving.



This drive is very important, as we prepare our students for jobs in the global community. More than 60 % of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come.

**Article 211 Calendar**

Information and alerts will be communicated from a single source, at [article211@columbus.k12.oh.us](mailto:article211@columbus.k12.oh.us).

	Date	Plan Description
FEBRUARY	Thurs. 2/6	<b>Deadline to provide written notification to staff of reorganizations &amp; staff reductions (Ensure written notification)</b> "Future reorganizations may be necessary due to vacancies that occur"
	Mon. 2/10	<b>Alternative Interview Panel Due to CEA</b>
	Tues. 2/11	<b>Round 1 Postings OPEN</b> [All known openings] by 2 p.m.
	Thurs. 2/13	<b>Round 1 Postings CLOSE (End of Quarter—Traditional SY Calendar)</b> Applications no longer accepted after 6 p.m.
	Fri. 2/14	<b>Round 1 Interviews OPEN</b> [All known openings] <b>(Building Substitutes with an ODE license &amp; Full and Part Time Hourly teachers are eligible for this round; special education teachers that selected a "guaranteed" position during bidding are not eligible)</b> Interview Times are as follows: • Elementary & K-8: After 3:30 p.m. • Middle & High Schools: After 2:30 p.m.
	Wed. 2/19	<b>Round 1 Interviews CLOSE</b> Selection Agreement Forms & Rosters sent by Talent Department to Principals (electronically) by 12 p.m.
	Tues. 2/25	<b>Round 2 Postings OPEN</b> [All known openings] by 2 p.m.
	Thurs. 2/27	<b>Round 2 Postings CLOSE (End of Quarter—Traditional SY Calendar)</b> Applications no longer accepted after 6 p.m.
	Fri. 2/28	<b>Round 2 Interviews OPEN</b> <b>(Building Substitutes with an ODE license &amp; Full and Part Time Hourly teachers are eligible for the round; special education teachers that selected a "guaranteed" position during bidding are not eligible)</b> Schools and Departments [All known openings] 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
Tues. 3/11		<b>Job Fair — 4:30 p.m. (3700 S. High Street)</b>

**2025 Helen Jenkins Davis Scholarship**

This scholarship is named in memory of Helen Jenkins Davis, who was one of the first Black teachers to teach in an integrated school. Helen Jenkins Davis, the daughter of a freed enslaved person, was the first African American educator hired by CCS. She taught for 37 years, always encouraging students to excel in educational and personal goals.



Six awards are available in the amount of \$3,000 each with the goal of encouraging high scholastic and ethical standards.

The Eligibility Criteria includes: Black/African American graduating senior of Columbus City Schools with a 3.0 GPA or higher with a plan to attend four year accredited college or university.

Complete the application and provide an official transcript, a FAFSA Student Aid Report, two signed letters of recommendation and an essay bio. The application deadline is Mar. 8.

Visit our website at [www.helenjenkinsdavis scholarship.org](http://www.helenjenkinsdavis scholarship.org). Go to: <https://qrco.de/bffp2G> to download the application.

**2025 Theme is School Counseling: Helping Students Thrive**

National School Counseling Week is Feb. 3–7, 2025, to focus public attention on the unique contributions of school counselors within U.S. school systems. National School Counseling Week, sponsored by the American School Counselors Association, highlights the tremendous impact school counselors can have in helping students achieve school success and plan for a career.



School counselors are actively engaged in helping students examine their abilities, strengths, interests and talents; working in partnership with parents as they encounter the challenges of raising children in today's

**Article 211: Alternative Interview Panels**

The *Master Agreement* defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 manual, buildings may request an alternately constructed panel. The following schools/units

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**The CEA Master Agreement is set to expire in fewer than 197 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/2025/01/Grievance-250203-22.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 to arbitration.
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the...	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	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 ...	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...	The grievants shall be made whole in every way including, but not limited to the following: The Board/Administration shall immediately rescind them...	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...	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...	Filed at Step 2 per Art. 404.02(E) of the Master Agreement.
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 immediately restore grievant to the position of...	Filed at Step Two pursuant to Art. 110.06 of the Master Agreement.
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 immediately compensate grievant in the amount...	Filed at Step 2.
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 immediately remove all references to the Letter...	Filed at Step 2 pursuant to Art. 404.02(E) of the Master Agreement.

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have requested and been approved for an alternate panel: **Champion MS, Clinton ES, Columbus City Prep. School for Boys, Easthaven ES, and Indian Springs ES.**

## Transplant Needed for CEA Member

**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 are able to lead normal lives. To become a donor, go to: [bit.ly/40y23zN](http://bit.ly/40y23zN).

## Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like financial assistance with their college education? Apply for a CEA and CEA-R Scholarship. These competitive scholarships are a opportunity for our members' children to earn scholarship dollars toward college. **Applications are due by Friday, Mar. 21, 4 p.m.** Find the application on the CEA Website at [bit.ly/42q1x9A](http://bit.ly/42q1x9A). The document has instructions to successfully complete the application.

## Do you have a Continuous Glucose Monitor?

Your Union is aware of issues being experienced by our members filling and ordering Continuous Glucose Monitors (CGM). These issues first came to your Union's attention after the switch from Express Scripts to Caremark as our pharmacy provider. If you or your dependents are experiencing issues with CGMs through Caremark, contact Julie Hietter, CCS Benefits Manager at [jhietter@columbus.k12.oh.us](mailto:jhietter@columbus.k12.oh.us).

## Summer 2025 Fee Waivers

The application period will be **open until Feb. 13, 11:59 p.m.** Access the **online application** from home or work using your **CCS email username and password**. Have your **college ID number** available when applying. You will be sent a confirmation email once your application is submitted. Log in at [bit.ly/4jhgJM3](http://bit.ly/4jhgJM3) to complete the application. If you have **Priority I or Priority II status**, upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation. For assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines, go to <https://www.ccssoh.us/Page/4815>. Call (614) 365-5039 or email [feewaivers@columbus.k12.oh.us](mailto:feewaivers@columbus.k12.oh.us) if you need assistance.

## 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. CCS Human Resources, 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 [bit.ly/3ICxYZ9](http://bit.ly/3ICxYZ9). 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](mailto:license@columbus.k12.oh.us). Contact her about questions concerning CEUs or the license renewal process.

## Do You Have a Continuing Contract?

Bargaining unit members can only submit their Continuing Contract application using Google Forms. You will have to be logged into your CCS email account to access the online form. For instructions, go to [bit.ly/40jw1ak](http://bit.ly/40jw1ak).

All the eligibility requirements must be met to be considered. In accordance with *CEA Master Agreement*, Art. 401.08, to be eligible to receive a continuing contract, you **must** have the following:

- A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 7, 2025.
- At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years or if you previously had a continuing contract in Columbus or another Ohio district, you must have completed two successful years of Columbus experience. Under the new licensing standards, you must also meet the following course-work requirement:
  - If you hold a master's degree at the time of initially receiving a teacher's certificate/license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
  - If you do not hold a master's degree at the time of initially receiving a teacher's certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
  - If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2024-2025 school year, you must complete the online application and provide original transcripts. Only digital transcripts will be accepted and should be sent to [transcripts@columbus.k12.oh.us](mailto:transcripts@columbus.k12.oh.us). The electronic form and original transcripts must be received no later than Mar. 7, 2025.

Questions regarding this information should be directed to Teacher Certification & Licensure at (614) 365-6680 or [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us). All applicants will receive an electronic confirmation. Applicants must check their email (spam or clutter folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the Continuing Contract applications will be sent via email by Mar. 31, 2025.

\* Note: Official transcripts must be sent. Email [license@columbus.k12.oh.us](mailto:license@columbus.k12.oh.us) to verify if the transcripts on file are up to date.

## 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, Tana Samuels, Eakins ES (Building Sub); Scott Thompson, Displaced; Kelly Angel, East Linden ES; and Stephanie Dillon, Avalon ES (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).

**Statewide Educators of Color Network:** On **Saturday, Jan. 25**, NeXT Hub will host their first session (out of 4) for the Statewide Educators of Color Network. For the past two years, NeXT Hub has hosted this network to provide a space for solidarity and shared experience for educators of color across Ohio. Join us with Grace McDaniel and former CCS educator Dr. Jenell Igeleke Penn in January, and for **following sessions on Feb. 15, Mar. 1, and Apr. 5**. Register for this event at [bit.ly/40s6BsD](http://bit.ly/40s6BsD).

**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), and Dist. 9 Governor (Arway).** Declaration Forms are available at [www.ccaohio.org](http://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. 17. The voting window begins on Tuesday, Feb. 25, and ends 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: 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.