



CELEBRATING
BLACK HISTORY MONTH



Results from the CEA Staff Survey

The Annual 2024–2025 CEA Staff Survey, as provided for in the *Master Agreement*, is complete. Our members study the results closely during the 211 process as they consider applying for posted positions. The results are available at www.ceaohio.org/cea-surveys/. Below are the **highest** and **lowest**-ranking work locations based on the following category averages:

	Vision	School Climate	Administrator-Teacher Relationship	Democratic Process	Instructional Programs	Instructional Resources	Professional Environment	Student Behavior	Family & Community
1	CRANBROOK ES	INDIAN SPRINGS ES	CRANBROOK ES	WINTERSET ES	CRANBROOK ES	BINNS ES	CRANBROOK ES	CRANBROOK ES	CRANBROOK ES
2	WEDGEWOOD MS	NORTH LINDEN ES	MAIZE ROAD ES	INDIAN SPRINGS ES	NORTH LINDEN ES	NORTH LINDEN ES	BINNS ES	INDIAN SPRINGS ES	INDIAN SPRINGS ES
3	WINTERSET ES	WINTERSET ES	WEDGEWOOD MS	WEDGEWOOD MS	WEDGEWOOD MS	OAKMONT ES	WEDGEWOOD MS	SIEBERT ES	NORTHGATE INTERMEDIATE
4	INDIAN SPRINGS ES	ALPINE ES	OAKMONT ES	CRANBROOK ES	INDIAN SPRINGS ES	INDIAN SPRINGS ES	INDIAN SPRINGS ES	WEDGEWOOD MS	WINTERSET ES
5	NORTH LINDEN ES	SIEBERT ES	WINTERSET ES	MAIZE ROAD ES	BINNS ES	WEDGEWOOD MS	MAIZE ROAD ES	WINTERSET ES	WEDGEWOOD MS
6	MAIZE ROAD ES	NORTHGATE INTERMEDIATE	INDIAN SPRINGS ES	OAKMONT ES	WINTERSET ES	CRANBROOK ES	OAKMONT ES	OAKMONT ES	PARKMOOR ES
7	OAKMONT ES	CRANBROOK ES	NORTH LINDEN ES	NORTH LINDEN ES	ALPINE ES	PARKMOOR ES	WINTERSET ES	NORTH LINDEN ES	BINNS ES
8	TREVITT ES	MAIZE ROAD ES	BINNS ES	BINNS ES	OAKMONT ES	COLERAIN ES	NORTH LINDEN ES	MAIZE ROAD ES	MAIZE ROAD ES
9	PARKMOOR ES	WEDGEWOOD MS	CENTENNIAL HS	SIEBERT ES	AVONDALE ES	COLUMBUS NORTH INTL	CENTENNIAL HS	AVONDALE ES	NORTH LINDEN ES
10	ALPINE ES	OAKMONT ES	SIEBERT ES	CENTENNIAL HS	CENTENNIAL HS	ALPINE ES	ALPINE ES	PARKMOOR ES	AVONDALE ES
🔴	WESTMOOR MS	SULLIVANT ES	CHAMPION MS	CHAMPION MS	SULLIVANT ES	INDIANOLA INFORMAL K-8	INDEPENDENCE HS	SULLIVANT ES	EASTGATE ES
🔴	EASTGATE ES	EAST COLUMBUS ES	AVALON ES	OLDE ORCHARD ES	CASSADY ES	CHAMPION MS	RIDGEVIEW MS	EASTGATE ES	COLUMBUS AFRICENTRIC MS
🔴	OLDE ORCHARD ES	MIFFLIN HS	GABLES ES	RIDGEVIEW MS	RIDGEVIEW MS	YORKTOWN MS	AVALON ES	PARSONS ES	JUVENILE INTERVENTION CTR
🔴	SALEM ES	CHAMPION MS	YORKTOWN MS	YORKTOWN MS	YORKTOWN MS	COLS CITY PREP GIRLS	BROADLEIGH ES	EAST COLUMBUS ES	COLS CITY PREP BOYS
🔴	INDEPENDENCE HS	EASTGATE ES	BROADLEIGH ES	AVALON ES	PARSONS ES	EAST COLUMBUS ES	CHAMPION MS	RIDGEVIEW MS	INDEPENDENCE HS
🔴	SULLIVANT ES	COLUMBUS AFRICENTRIC MS	INDEPENDENCE HS	COLS CITY PREP BOYS	COLS CITY PREP BOYS	WESTMOOR MS	SULLIVANT ES	CHAMPION MS	WESTMOOR MS
🔴	COLS CITY PREP BOYS	COLS CITY PREP BOYS	COLS CITY PREP BOYS	COLUMBUS AFRICENTRIC MS	CHAMPION MS	AVALON ES	YORKTOWN MS	YORKTOWN MS	SULLIVANT ES
🔴	COLUMBUS AFRICENTRIC MS	WESTMOOR MS	EAST COLUMBUS ES	SULLIVANT ES	INDEPENDENCE HS	INDEPENDENCE HS	EAST COLUMBUS ES	COLS CITY PREP BOYS	CHAMPION MS
🔴	BROADLEIGH ES	INDEPENDENCE HS	SULLIVANT ES	EAST COLUMBUS ES	EAST COLUMBUS ES	RIDGEVIEW MS	COLS CITY PREP BOYS	COLUMBUS AFRICENTRIC MS	EAST COLUMBUS ES
🔴	EAST COLUMBUS ES	YORKTOWN MS	COLUMBUS AFRICENTRIC MS	BROADLEIGH ES	COLUMBUS AFRICENTRIC MS	COLUMBUS AFRICENTRIC MS	COLUMBUS AFRICENTRIC MS	INDEPENDENCE HS	BROADLEIGH ES

Note: Results include work locations with a participation rate of 50% or higher on the 2024–2025 CEA Staff Survey.

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. The document has instructions to successfully complete the application.



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 Art. 211 Manual, buildings may request an alternately constructed panel. The following schools/units have requested and been approved for an alternate interview panel: Cols. Africentric EC SS, Briggs HS, East Linden ES, Fairmoor ES, Gables ES, Oakmont ES, Olde Orchard ES, Lincoln Park ES, School Psychologists, Southwood ES, and Westmoor MS.

Protecting Our LGBTQIA+ Members In a Hostile Political Climate

The current political climate is challenging for LGBTQIA+ CEA members, with lawmakers at both the state and federal levels promoting discrimination, using violent rhetoric, and seeking to undo decades of progress. It's essential that all CEA members stand together to protect each other, including in upcoming contract negotiations this Spring. Fortunately, our *Master Agreement* already provides significant protections for LGBTQIA+ members, alongside other available resources:

- **Non-Discrimination:** Article 105 of our *Master Agreement* guarantees protection from discrimination at work, regardless of changes to state or federal laws. It covers discrimination based on sexual orientation, gender identity, and more.
- **Health Benefits:** Even after the 2015 Obergefell decision legalized same-sex marriage, CCS attempted to remove domestic partner benefits. CEA successfully fought to preserve these benefits in our contract, ensuring continued coverage for domestic partners regardless of legal changes.
- **Protecting Students:** As a founding member of the Columbus Education Justice Coalition, CEA partners with the Kaleidoscope Youth Center (KYC), Ohio's largest organization supporting LGBTQIA+ youth. KYC offers resources and community for LGBTQIA+ youth Tuesday–Thursday, 3:30–5 p.m. at their Town St. location. More info at: kycohio.org.
- **Additional Resources:** CEA members have access to legal support through the OEA/NEA Attorney Referral Pro-

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Article 211 Calendar

Information and alerts will be communicated from a single source, at article211@columbus.k12.oh.us.

	Date	Plan Description
FEBRUARY	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 [All known openings] (Building Substitutes with an ODE license & Full and Part Time Hourly teachers are eligible for this 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 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 (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) 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	Round 2 Interviews CLOSE (Records Day—Students not in attendance) Selection Agreement Forms & Rosters sent by HR (electronically) to Principals 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 190 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/2025/02/Grievance-250210-23.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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gram, including two free 30-minute consultations annually and discounted legal services in core areas like Wills & Estate Planning. Contact Cloppert, Latanick, Sauter & Washburn at (614) 461-4455.

As attacks on LGBTQIA+ members continue, CEA stands strong in solidarity with all members. Together, we will fight to protect the rights of every member, no matter the political landscape.

Make a Difference in Columbus, Support UNCF

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.

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 CCS with a 3.0 GPA or higher with a plan to attend four year accredited college or university. Complete the application, 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.helenjenkinsdavisscholarship.org. Go to: <https://qrco.de/bffp2G> to download the application.

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/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 her about questions about 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. All the eligibility requirements must be met to be considered.

Questions regarding this information should be directed to Teacher Certification & Licensure at (614) 365-6680 or 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 to verify if the transcripts on file are up to date.

Special Notes

Transplant Needed for CEA Member: Robyn Chernack, Intervention Specialist (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.

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.

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 CEA'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.

Summer 2025 Fee Waivers: The application period will close Feb. 13, 11:59 p.m. Access the online application at bit.ly/4jhgJM3. Use your CCS email username and password. Have your college ID number available. You will be sent a confirmation email once your application is submitted. 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.

Statewide Educators of Color Network: On **Saturday, Jan. 25**, NeXT Hub hosted 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.

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. Declaration forms must have been received by 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.