

CEA Elections Thus Far...

Thank you to those of you who declared candidacy for NEA, NEA State At-Large, and OEA positions. The declaration period has now closed. Governors who won (by acclamation) are as follows:

CEA District 2 Governor (Unopposed)

J Sanchez

CEA District 7 Governor

A special election will be held in the Fall.

CEA District 8 Governor (Unopposed)

Amy Mondillo

CEA District 9 Governor (Unopposed)

Traci Arway



Candidates for NEA Delegate (RA in Portland, OR)

D Keith Adams, Benjamin Alexander, Jamel C. Ammons, June Ann Andrews, Melissa Angione, Mikasa Barton, Tabetha Baumann, Jessica Bennett, Sandra Bopp, Larry Carey, Courtney Coman, Omowale Crowder, Cassandra D. Daniels, Kellie D. Edwards, Megan Flanagan, Janaya L. Foster, Kelsey Gray, Danica Hall, Jennifer Harvey, Tai Hayden, Jacquia Hearn, Tracie L. Helmbrecht, Rebecca McGrath-Hinkle, Darla Jackson, Jada Jackson, Lisa R. Johnson, Tara L. Johnson, Traci L. Johnson, Marty Flood Jr., Christopher O. Kopp, Jason Lewis, Whitney Mahan, Dana Matunas, Julie Meyer, Teri Mullins, Majeed Rahman, Lindsay Rice, Yvonne M. Roberson, Kathryne Roston, Angel Dyer Sanchez, Denise Sizemore, Cynthia Smithers, Annelise Taggart, April Walsh, Chris Weyand, Merele C. Wilder, Laura Wintle, Ardelia L. Young, and Dwayne Zimmerman

Candidates for NEA State At-Large Delegate

Benjamin Alexander, Jamel C. Ammons, Larry Carey, Courtney Coman, Cassandra D. Daniels, Janaya L. Foster, Rebecca McGrath-Hinkle, Darla Jackson, Traci L. Johnson, Marty Flood Jr., Blair Miller, Majeed Rahman, Brittany Saunders, Denise Sizemore, April Walsh, Chris Weyand, Merele Wilder, and Ardelia L. Young

Candidates for OEA Delegate (2025–2026)

D Keith Adams, Roxanne Adams, Benjamin Alexander, Jamel C. Ammons, June Ann Andrews, Melissa Angione, Susan Baird, Tabetha Baumann, Bethany Bell, Jessica Bennett, Sandra Bopp, Ellen Boyed, Jennifer S. Brown, Larry Carey, Nichole Cavinee, Courtney Coman, Katherine Croce, Omowale Crowder, Cassandra D. Daniels, Trenice Davidson, Carla Davis, Sara DeLucia, Chaka Diop, Thuwaiba Duncan, Megan Flanagan, Jr. Marty Flood, Janaya L. Foster, Kerrie Granick, Kelsey Gray, Ashley Green, Danica Hall, Jennifer Harvey, Tai Hayden, Jacquia Hearn, Tracie L. Helmbrecht, Rebecca McGrath-Hinkle, Natalie Hollis, Bronda Jackson, Jada Jackson, Hannah Jerson, Lisa R. Johnson, Lolita Johnson, Tara L. Johnson, Traci L. Johnson, Stephen Kellett, Christopher O. Kopp, Jennifer Kuhns, Jason Lewis, Cindy Love, Annalese Lynch, Whitney Mahan, Dana Matunas, Emmy McCoy,

Rebecca McKee, Julie Meyer, Britt Mickley, Greg Mild, Teri Mullins, Majeed Rahman, Christina Reed, Tyree A. Rivers, Yvonne M. Roberson, Teresa Rollins, Kathryne Roston, Angel Dyer Sanchez, Jill Sanders, Brittany Saunders, Alexandria Schoo, Denise Sizemore, Cynthia Smithers, Janelle Stauffer, Annelise Taggart, Kara Washington, Renee Werner, Timothy Whiting, Laura Wintle, Connie Workman, Kari Yates, Ardelia L. Young, Kira Young, Angela A. Zalenski, Dwayne Zimmerman, and Jennifer Zutterling

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.

CCS-UNCF Workplace Campaign

A mind is a terrible thing to waste, but a wonderful thing to invest in. Invest in Our Students. Invest in Their Future. The CCS-UNCF Joint Campaign is LIVE!

- Just \$5 can help a student attend college
- Every dollar supports scholarships & HBCUs
- Quick & secure online giving

Scan the QR Code to Donate Now

Join the Movement. Spread the Word. CCS employees, let's make an impact together!

How You Can Help?

- ✓ Donate just \$5 or more to support student scholarships
- ✓ Share this campaign with your colleagues
- ✓ Help us exceed our \$35,000 goal by Feb. 28!

For more info, contact Dorothy Wilson at (614) 253-4731. Together, we create opportunities. Together, we change lives.



211 Interviews: Round One

The selective interviews for Round 1 of Article 211 began on Friday, Feb. 14. There will be no interviews held on President's Day, Monday, Feb. 17. Interviews will begin again on Tuesday, Feb. 18. Interviews will continue on Wednesday, February 19 and must end at 6 p.m. Offers for applicants in Round 1 can be made starting at 6 p.m. on Wednesday, Feb. 19.

Article 211 Calendar

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

Date	Plan Description
FEBRUARY 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)

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

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The CEA Master Agreement is set to expire in fewer than 183 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-250217-24.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 it's 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 Repimand...	Board of Governors voted to approve moving the issue to arbitration.
CCS Administration	Columbus City Schools Board of Education and/or it's 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	The Board and/or it's 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's unilateral...	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...	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...	Settlement reached. District issued directive to Principals and ADs on Supplemental process.
CCS Administration	The Master Agreement was violated, misinterpreted, and/or misapplied when grievant was issued a three day unpaid...	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...	Settlement reached. Discipline reduced and grievant made whole.
CCS Administration	The Columbus City Schools Board of Education and/or it's 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 2 pursuant to Article 110.06 of the Master Agreement.
CCS Administration	The Columbus City Schools Board of Education and/or it's 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 it's 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 Two pursuant to Article 404.02(E) of the Master Agreement.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to follow the...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration shall re-do the...	Filed at Step 2

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panel. The following schools/units have requested and been approved for an alternate interview panel: **Africentric HS, Africentric MS, Alpine ES, Arts Impact MS, Beatty Park ES, Beechcroft HS, Briggs HS, Cassady ES, Cedarwood ES, Champion MS, Climate & Culture Systems, Clinton ES, Cols. City Prep-Boys, Cols. City Prep-Girls, Early Childhood Ed., East Linden ES, Easthaven ES, Fairmoor ES, Gables ES, Gifted & Talented, Hamilton STEM Acad., Hilltonia MS, Indian Springs ES, Lincoln Park ES, Linden STEM Acad., Linden-McKinley STEM HS, Maize ES, Medina MS, Northgate Intermediate, Oakmont ES, Olde Orchard ES, Parkmoor ES, Psychologists, School Counselors, Shady Lane ES, Sherwood MS, Siebert ES, South HS, Southwood ES, Starling PreK-8, Teaching & Learning, Transformation & Leadership, Walnut Ridge HS, West Mound ES, Westmoor MS, and Whetstone HS.**

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, please contact the CCS Benefits Department via phone (614-365-6475) or email (benefitquestions@columbus.k12.oh.us).

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. These members have been approved for Catastrophic Leave and are in need of donated days: **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; **Stephanie Dillon**, Avalon ES (Nurse); and **Jennifer Landsberg**, Winterset ES. 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.

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.