



Red For Ed on March 4!

Public education matters in Ohio—and because of that, the Ohio Education Association and the Columbus Education Association will be hosting “Red for Ed” walk-ins on Tuesday, Mar. 4. Ohio’s Governor unveiled his two-year proposed budget, and Ohio’s school districts’ funding will be cut more than \$100 million—Columbus alone would see a \$35 million cut over two years. The public and our legislators need to hear about the negative impact these state cuts and any potential federal cuts would have on our profession and our students.



OEA and CEA are asking all members to wear red on Tuesday, Mar. 4. Gather together before your workday starts, walk in together at the same time wearing red and take photos—groups and selfies and post them on social media with the hashtag #ProtectOurKids and #OhioEA.

Reminder: 211 and Verbal Offers

The interview period for Round 2 will close on Tuesday, Mar. 4 at 6 p.m. Administrators may begin to offer positions beginning at 6:00:01 p.m. Often times, members ask how verbal offers work in 211 and how they relate to signing a selection agreement for a position. It’s actually quite simple, and is laid out precisely in the contract, specifically section 211.01 (E). It says “An applicant who accepts an offer to fill a vacancy must complete and sign a selection agreement form.” This means that once a CEA member accepts the offer for a position, that member cannot later reject a that offer in order to accept a different position.



School Social Work Week 2025

We celebrate the dedication and passion of school social workers who bring communities together to create positive change in the lives of students, families, and schools. The theme for this year, “Unite to Ignite: Celebrating Our Impact,” emphasizes the essential role school social workers play in building connections, advocating for equity, and promoting social and emotional development.



This week is a time to recognize the profound impact of empowering others and collaborating to overcome obstacles, ensuring that all students succeed academically, socially, and emotionally. Throughout the school year, school social workers face numerous challenges, heightened anxieties, and tough situations. However, they meet these challenges with strength and resilience. The School Social Work Association of America (SSWAA) is committed to supporting and honoring school social workers nationwide during this week.

Teachers’ Dream Grant

This grant will provide individual opportunities ranging from \$500 to \$5,000 to Columbus City Schools teachers to assist in improving teaching and learning in CCS. This is an excellent opportunity for interested teachers to acquire resources to support an innovative project to increase student achievement, improve social climate and/or promote social justice.



The application will open for submissions on Mar. 5, 2025. All applications must be submitted in CCSDAS by 4 p.m. on Apr. 28, 2025.

This is a district-sponsored grant; applicants will not need to submit a Grant Endorsement Form to apply but will need their principal’s or supervisor’s approval.

Note: A CCS email account is required to submit an application. Click the link below and use your CCS login credentials starting Mar. 5, 2025 to submit your application:

<https://applications.columbus.k12.oh.us/ccsdas/dreamGrantRequest/create>.

CEA Awards & Retirement Banquet

cea presents the 49th annual Awards and Retirement Banquet

Celebrating our members’ hard work and dedication

FRIDAY MAY 2ND

Hilton Columbus Easton, Ball Room
3900 Chagrin Drive, Columbus
Social Hour at 6pm, Dinner at 7pm
Tickets \$40 | Tables \$320

Live Entertainment - Food & Drink - Awards Ceremony

RSVP TO THE CEA OFFICE BY APRIL 11
AT 614-253-4731 OR WILKESK@CEAOHIO.ORG

If you are retiring this year, make sure to watch the *Voice* for timelines so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged a nominal fee.

Article 211 Calendar

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

Date	Plan Description
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)

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-250303-26.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...	Board of Governors voted to approve moving the issue 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	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the MOU - Working Agreement for Building...	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 follow the...	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 provisions of the 2022...	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 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 selection...	Filed at Step 2
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall remove all references to the Letter of...	As a result of the Step 2 Grievance hearing conducted on Feb. 18, 2025, there was no evidence presented
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the...	Filed at Step Two pursuant to Article 404.02(E) of the Master Agreement.

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:

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, 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: **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.

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.

Adjustment to Spring 2025 Election The following elected positions will be filled in the 2024–2025 election cycle. **For National and State:** NEA Local Delegates; 2025–2026 OEA Delegates. The Declaration Period began on Friday, Jan. 3. Declaration Forms were to be received in the CEA office no later than 4:30 pm on Friday, Feb. 7. The voting window has been moved and will begin on Monday, Mar. 17 and end on Tuesday, Apr. 1. Members of the Elections Committee will collect ballots for tally on Wednesday, Apr. 2. Call Elections Chair Brittany Pierce at (440) 225-2631 with any questions.