



Know Your Contract: Personal Leave

In the 1980s, CEA was able to negotiate language out of the contract that prohibited members from using personal leave for things such as: recreational purposes, moving from one home to another, purchasing an automobile or major electrical appliance, accompanying a husband or wife on a business trip, extending sick leave or attending a fraternal function. In exchange for removing those restrictions and allowing unlimited accrual of sick leave, we went from being credited three days per year to two.

Once again, the last time at the Bargaining Table, the Board put forth a proposal that would have put severe limits on members' ability to use Personal Leave. Under the Board's proposal, any member who wished to utilize their accrued personal leave would have to make a written request to their supervisor at least two school days in advance for only one or two day increments. If something happened and a member requested personal leave less than two school days before the day of usage, the member would have to provide proof of an emergency. Additionally, the Board's proposal would allow the Superintendent or their supervisor in a department or work location to deny members' personal leave requests if, in their judgment it would jeopardize the safe or efficient operation of the district or the continuity of instruction for students.

Your Union negotiated, and the Board agreed to require members to notify their principal or supervisor in writing at least five school days in advance of their intention to take personal leave except in unusual or unforeseen circumstances. Additionally, the contract contains language allowing members to sell up to two personal days each year in the spring for 85 percent of the BA Minimum Salary.

For the past ten years, the Board has gone to the bargaining table seeking to limit the number of personal days our members take each year, when they take them and why they take them, and your Union has successfully fought back their efforts each and every time. Let's make sure we follow the rules of personal leave.

**Columbus
Education
Association**



**Master
Agreement
2022-2025**

- No electronic devices will be used to make a record of the visit or conference except by agreement of the teacher.

For more information on visitation to your classroom, reference Article 207 of the *Master Agreement*. If you are experiencing issues with classroom visitation, speak with your Senior FR or call the CEA office at (614) 253-4731.

CEA Awards & Retirement Banquet

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.

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

Know Your Contract: Classroom Visitors and Parent Conferences

We know the possibilities are endless when our students' families and caregivers visit our schools. It's important to maximize their involvement in their children's education. Unfortunately, in today's high-stakes world of education, visitors can disrupt the learning process in our classroom. The *Master Agreement* provides you rights regarding visitation to your classroom in Article 207.

Note the following:

- All visitors to a school must check in at the office.
- If you are expecting a visitor, you should be advised by the office that he or she has arrived and is on the way.
- If you are not expecting a visitor, he or she should be escorted to your classroom.
- You have the right to reschedule a visitor when prior arrangements have not been made.

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>.

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).

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/2025/03/Grievance-250310-27.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, subjected the grievant to repeated and/or extreme verbal abuse in...	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; that the administration work with the principal to control such behavior in...	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 2022-2025 CEA/CCS Master Agreement when grievant was...	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 written on February 26, 2024, from an employee records, other than those...	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 2022-2025 CEA/CCS Master Agreement when the grievant was...	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 withdrawn. The Board shall immediately remove all references of the Written...	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 Substitutes when CEA Building Substitute one year...	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 limited employment contracts to grievants for the 2024-2025 school year...	Advanced to arbitration.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration's unilateral expansion of the citywide standardized testing program significantly...	The grievants shall be made whole in every way including, but not limited to the following: The Board/ Administration shall immediately rescind the directive issued on or about September 13, 2024, and cease and desist from...	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 2022-2025 CEA/CCS Master Agreement when grievant's varsity head...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately compensate grievant in the amount of \$3,033.20 reflecting the proper proration of pre-season and in-season...	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 2022-2025 CEA/CCS Master Agreement when grievant was issued a...	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 of Direction issued on December 18, 2024 from all employee records, other...	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 priority selection of applicants for summer school.	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 for summer school and follow the priority selection of applicants for...	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 2022-2025 CEA/CCS Master Agreement when grievant's...	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 of Direction issued on February 25, 2025 from all employee...	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 provide a substitute/leave for a bargaining unit member to coach...	The grievant shall be made whole in every way, including but not limited to the following: That the Board/ Administration shall provide a substitute/leave to attend/coach the CCS Special Olympics swim team and...	Filed at Step 2
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide professional development with customized content to...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide School Social Workers with customized professional development in the future, and...	Filed at Step 2

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.

Article 211 Calendar

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

Date	Plan Description
MARCH Tues. 3/11	Job Fair — 4:30 p.m. (3700 S. High Street)

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. Go to bit.ly/40jw1ak for instructions. 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: NeXT Hub hosts their final session 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 the session on **Apr. 5**. Register 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 **voting window begins Monday, Mar. 17**, and **ends Tuesday, Apr. 1**. Members of the Elections Committee will **collect ballots for tally Wednesday, Apr. 2**. Call Elections Chair Brittany Pierce at (440) 225-2631 with any questions.

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<https://www.educu.org/special-offers-promos/refinance-and-earn-up-to-500/>.

