

CCS Panorama Survey

CEA has received numerous questions regarding administrator pressure to complete the District's Panorama survey. In addition, members have voiced concern as to whether



the responses are truly confidential. While there may or may not be safeguards in place to ensure confidentiality, it is important to remember that nothing completed utilizing District technology is truly confidential. The District's own Acceptable Use Policy (AUP), states clearly:

"The District reserves the right to monitor, inspect, copy, review and store at any time and without prior notice any and all usage of the computer network and Internet access and any and all information transmitted or received in connection with such usage."

There is no District-wide directive to complete the Panorama survey. It is optional. If you do not feel comfortable submitting identifiable answers, refrain from completing the survey. If your administrator directs you to complete the survey, please contact CEA immediately.

Paid Holidays: Know Your Leave Balance

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, such as Spring Break. Pay for holidays is not a given. Members who are not in a "paid" status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.

Resignation and Insurance

In the past, when a member works to the end of the year and resigns, their insurance benefits were terminated within thirty days of the resignation. For example, a member who resigned effective May 31 would have their benefits terminated at the end of June. That practice caused our members to wait until the last day to resign (July 10) to keep their benefits through the end of July. As a result, the District had a hard time filling those late vacancies.

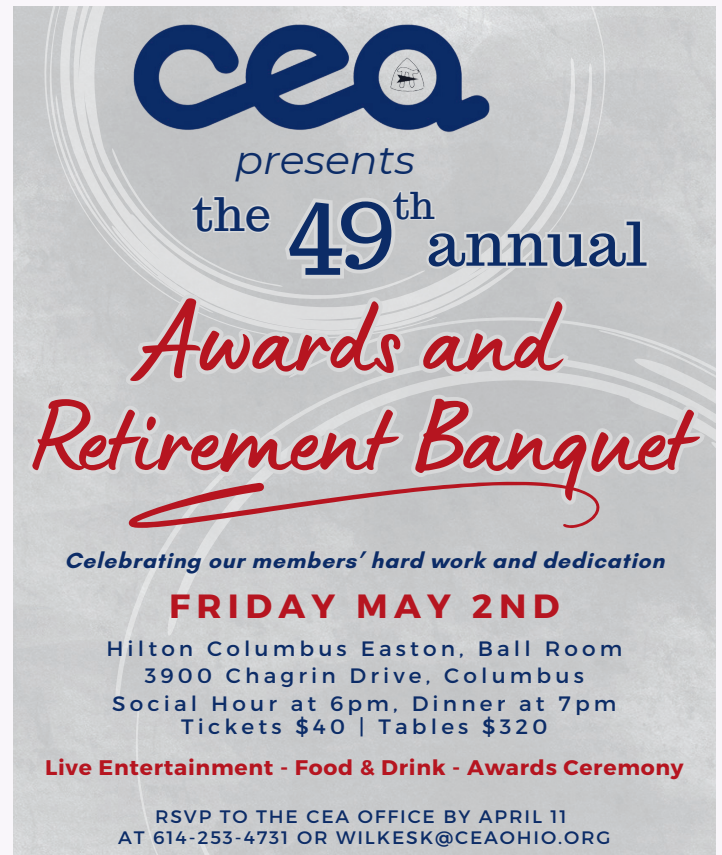
CEA has gotten the District to agree to allow members who are resigning (and finish out the school year) to resign with an effective date of July 1 or later at any point in the school year and their benefits will be maintained through July 31. As an example, a teacher could submit a resignation notice on Feb. 1 with an effective date of July 10 and the employee's benefits would be maintained pursuant to Article 109.03(I)(15) of the *Master Agreement* through July 31. To see the letter affirming the District's position, go to <https://bit.ly/43o9qe9>.

Records Day is Remote

On Wednesday, Mar. 26, there will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators. This is your day to spend working remotely on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records Day is a work day. All members are expected to work at their regular start time and work the full day. Let's show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take valuable time away from our ability to provide additional support for our students.

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

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., 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>.

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.ceahio.org/wp-content/uploads/2025/03/Grievance-250317-28-1.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 the school's office.	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 the future, and that NO REPRISALS be taken against the grievant or any...	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 issued a Written Reprimand without just cause and without regard...	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 required to be retained by law. The Board shall not reference the Written...	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 issued a Written Reprimand without just cause.	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 Reprimand from all employee records, other than those required by law. This...	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 limited contracts were not deemed renewed and affected bargaining...	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. The Board shall remit to grievants lost wages and actual costs incurred for loss of...	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 increased teacher duties related to test administration.	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 expanding the citywide standardized testing program in violation of 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 2022-2025 CEA/CCS Master Agreement when grievant's varsity head coach - boy's swimming supplemental contract was terminated...	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 prorated of pre-season and in-season coaching activities completed prior to the Board's termination of the...	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 Letter of Direction without just cause.	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 than those required to be retained by law. The Board shall not reference 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 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 summer school, and that NO REPRISALS be taken against the grievant(s)...	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 Principal, acting as agent of the Board, failed to hold 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 of Direction issued on Feb. 25, 2025 from all employee records, other than those required to be retained by law. The Board shall...	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 and attend the CCS Special Olympics swim team.	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 that NO REPRISALS be taken against the grievant(s) for the filing of...	As a result of the Step II Grievance hearing conducted on Mar. 4, 2025, there was no evidence presented indicating...
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 School Social Workers.	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 the Board/ Administration provide a one-year paid professional development...	Filed at Step 2.

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 the CCS Benefits Department by calling (614) 365-6475 or email (benefitquestions@columbus.k12.oh.us).

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 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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For details visit:

<https://www.educu.org/special-offers-promos/refinance-and-earn-upto500/>.

