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CEA Voice
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Help Wanted: CEA Budget Director

The Columbus Education Association is seeking qualified candidates for the position of Budget Director/Treasurer. The CEA Budget Director/Treasurer will assist the Association by assuming financial and accounting duties, specifically:

Responsibilities:

- Process vendor payments
- Reconcile multiple banking accounts including deposits and bill payments
- Process EFT transfers
- Collaborate with the CEA President to establish a budget.
- Prepare documents for independent audit, financial reporting, contract processing, payroll reporting, and internal and external expense voucher processing
- Oversee the CEA Mini Grant Program payment and reconciliation
- Report on PAC contributions for TBS with the Board of Elections
- Prepare financial reports and summaries for the CEA Board of Governors
- Function as the CEA liaison with government agencies for required reports and documents
- Process CEA membership dues and serve as a liaison with CCS and OEA regarding membership dues

- Reconcile credit card statements
- Perform other tasks applicable to the position as assigned by the CEA President

Qualifications:

- Current member of the Columbus Education Association, in good standing for the past five years
- Demonstrated competency in general accounting and/or related experience
- Excellent oral and written communication skills
- The ability to interact effectively with local leadership and association members
- Excellent problem-solving and people skills
- The ability to work collaboratively with district administration
- The ability to develop presentations, produce materials and reports
- Flexibility to work evenings and weekends as needed to achieve the goals of the CEA
- Availability to attend training and work in the summer

Miscellaneous:

No release time will be provided for the Budget Director position. It is part-time and the work will be completed after the workday and on weekends. Hours for the position approximate 16 hours per week over a 46 week work year. This position is salaried. Applicants will be subject to a credit and background check.

If you are interested in applying for this position, please submit your cover letter, résumé and three letters of recommendation to the CEA Office, attn: Kathy Wilkes (wilkesk@ceaohio.org) by 4:30 p.m., Apr. 16, 2025.

Selling Personal Leave

In the last round of negotiations, your Union bargained the ability for members to sell back two personal days to the district for 85% of the daily rate of the BA minimum salary, approximately \$223 per day this year. The provision calls for members to notify the district in writing no later than May 1 of their intent to do so. To participate in the personal leave buy back program, log into ESS at <https://columbus.munisselfservice.com/>. After you log in, click on the document icon in the upper right-hand corner in the blue margin. Once the gray menu opens, scroll all the way down to the bottom and click on the link titled "CEA PERSONAL LEAVE CONVERSION." You will be taken to a Google form that will allow you to sell one or two personal leave days.

Religious Leave

Our contract ensures that educators have the right to participate in their religious traditions. Section 702.11 of the *CEA Master Agreement* allows bargaining unit members to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off. Remember that a request for religious leave must be made in writing to the Human Resources Department at least five school days prior to the holiday.

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

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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-250324-29.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...	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 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...	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 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 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
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...	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...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/Administration provide School Social...	Step 2 hearing held, awaiting response.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: sick leave accrual shall be...	Filed at Step 2 consistent with Article 110.06 of the Master Agreement

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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 time-lines so you can attend. This year, our event will be held at the Hilton Columbus Easton Ball Room at 3900 Chagrin Dr. There will be live music and food & drink. The awards ceremony follows dinner. *RSVP* to (614) 253-4731 or email wilkesk@ceahio.org to arrange for your guests by Apr. 11. As a retiree, your evening will be provided at no charge. Tickets for guests are \$40 for individuals and \$320 per table (8).

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.

A CCS email account is required to submit an application. Click the link below and use your CCS login credentials 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, contact the CCS Benefits Department by calling (614) 365-6475 or email (benefitquestions@columbus.k12.oh.us).

LA Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA Officers and Staff and vote on important issues affecting your Association. Any CEA member is welcome to attend the LA. The next meeting will be held Thursday, Apr. 3. The following is a list of buildings/units that were represented at the Mar. 6 Legislative Assembly:

17th Avenue Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Beatty

Park ES, Beechcroft HS, Berwick Alternative ES, Binns ES, Briggs HS, Broadleigh ES, Building Substitutes, CAHS, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus International HS, Columbus Spanish Immersion Academy, Como ES, Dominion MS, Duxberry Park ES, Eakin ES, East Columbus ES, East HS, East Linden ES, Easthaven ES, Eastmoor Academy HS, ECE @ Central Enrollment, École Kenwood, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood ES, Forest Park ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Georgian Heights ES, Gifted & Talented, Highland ES, Hilltonia MS, Hubbard ES, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Innis ES, Johnson Park MS, Juvenile Intervention Center, Liberty ES, Lincoln Park ES, Lindbergh ES, Linden STEM Academy, Linden-McKinley STEM Academy, Livingston ES, Marion-Franklin HS, Mifflin HS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Parsons ES, Psychologists, Ridgeview MS, School Counselors, Shady Lane ES, Sherwood MS, Siebert ES, Social Emotional Learning Practitioners, Social Workers, South HS, Southland, Southwood ES, Speech & Language, St. Vincent, Starling PreK-8, Stewart Alternative ES, Student Support Center, Sullivant ES, Trevitt ES, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Academy, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

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; **Stephanie Dillon**, Avalon ES (Nurse); **Amy Brown**, Oakland Park ES; **Kimberly Burke**, Winterset ES; **Cori Heflin**, (Nurse); and **Brian Miller**, Northland HS. 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 began 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.