

## Save These Dates:

**Thursday,  
May 1**

**All Member Mass Action  
After School**

**Thursday,  
May 22**

**Mass Meeting/  
Bargaining Update**

**More  
information  
soon.**

### CEA Member Training

All CEA members are welcome to attend our Spring Member Training from 4:30–6:30 p.m. on Thursday, Apr. 3 at the Plumbers & Pipefitters Union Hall (1250 Kinnear Rd.). As we are in negotiations, this training will focus on the state budget, the district's financial picture, and negotiations on our salary schedule. Members will receive .2 CEUs for attending.

### Grant Announcement

The Martha Holden Jennings Foundation Grants-to-Education Program was designed to recognize and encourage excellent classroom teachers. The grant is available to both teachers and administrators and can be used for classroom or school-wide projects. Six Deep Learning focus areas must be central to your project.



The grant will not fund capital improvements, indirect costs, travel expenses, school bus transportation, field trip/admission fees, incentives, curriculum writing, school supplies or any project where the chief purpose is to obtain technology, equipment or books. The application is short and odds of receiving a grant are quite good. Go to <https://www.mhjf.org/grantstoeducators> to see the application. Last year, over 300 grants of up to \$3,000 were awarded to educators in Ohio.

The grant application is due Apr. 15 and will be funded by June 20. For more information, see the Martha Holden Jennings Foundation Grants to Education website or contact [grants@columbus.k12.oh.us](mailto:grants@columbus.k12.oh.us).

All grant applications must be approved through the grant endorsement process available in CCSDAS. Go to the State and Federal website at <https://www.ccsdoh.us/Page/1256> for additional instructions on the grant endorsement process.

### 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](mailto:wilkesk@ceaohio.org)) by 4:30 p.m., Apr. 16, 2025.

## 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-250331-30.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 issued...	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 prorated 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 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...	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 Agreement by incorrectly calculating and crediting sick leave...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: sick leave accrual shall be recalculated and revised in a manner consistent with Master Agreement...	Filed at Step 2 consistent with Article 110.06 of the Master Agreement
Walnut Ridge HS Michael Spellis	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Walnut Ridge HS, Michael Spellis, subjected the grievant to direct verbal criticism/extreme...	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...	Filed at Step 1.

## 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, go to 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.

## CEA Awards & Retirement Banquet

If you are retiring this year, make sure to watch the *Voice* for timelines 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](mailto: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 window is now open and all applications must be submitted in CCSDAS by 4 p.m., Apr. 28, 2025. This is a dis-

trict-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](mailto:benefitquestions@columbus.k12.oh.us)).

## 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](http://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); **Brian Miller**, Northland HS; **Norma Stepp**, Cassady ES; and **Cheryl Cuckler**, Binns 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](mailto: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](http://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.