

Dear Union Family:

Since March, your CEA Core Bargaining team has spent eight days at the table with the Board. In that time, we have made significant progress in resolving our non-economic items. In fact, only the economic items remain.

As you know, the State Legislature is embroiled in the two-year state budget process. Between the Governor’s initial proposal and the subsequent Ohio House proposal, CCS would have seen roughly a \$60 million difference in funding over the two years of the budget. Still to come are the Ohio Senate proposal, the reconciliation bill and the Governor’s final signature.

Given the uncertain nature of state funding, both sides have agreed to wait until the final state budget has been signed (no later than July 1) to engage in negotiations regarding the remaining economic items. CEA and the Board have scheduled eleven days of bargaining beginning in mid-July.

Attempting to bargain economic issues before the budget is finalized could potentially result in a situation where either we do not achieve as much as possible (due to underestimating available funding), or conversely, overestimating funding (which could result in a swift return to the bargaining table to negotiate over the effects of budget cuts).

As we have said from the beginning, what happens between now and July 1 at the statehouse will have a direct impact on the *Master Agreement* we are able to negotiate. We appreciated seeing so many of you at the May 1 Rally. In this case, both CEA and the BOE have a mutual interest in fighting for fair school funding, so we are utilizing this short time away from the bargaining table to jointly continue to advocate around the budget bill.

Finally, more details on negotiations will be shared on May 22 at the virtual mass meeting. You will receive a link to the Zoom via your personal email during the week of May 15.

In Solidarity,
Your CEA Core Bargaining Team

Save The Date: May 22 Mass Virtual Meeting

There will be a Mass Meeting on Thursday, May 22, to update CEA members on the progress of bargaining. This meeting will be held via Zoom, and begins at 4:30 p.m. No votes will be taken in this meeting. Members will receive a link to their personal email during the week of May 12.

Members who do not have a personal email on file with CEA can send an email to tellcea@ceaohio.org from their personal address and include their full name, position, and work location.

CCS Teacher Contracts and Salary Notices

Human Resources will be distributing the 2025–2026 teacher contracts and salary notices Friday, May 16. As with last year, contracts will be sent using Adobe Sign. Adobe Sign allows the recipient to sign the document electronically and, once signed, sends a copy to all parties. This eliminates the need to print, sign, and return the document. Please note, only contracts will require an electronic teacher signature; salary notices do not require a signature. Both contracts and salary notices will be delivered to individual teachers via their Columbus City Schools email account.

Process Details

- Contracts and salary notices will be sent from

contractquestions@columbus.k12.oh.us to individual teachers via email.

- **Contract Distribution Date:** May 16, 2025
- **Submission Deadline:** June 2, 2025

Teacher Responsibility

- Each teacher will be responsible for electronically signing their own contract using Adobe Sign. Teachers do not need to print and sign the contract. Teachers will be advised of the submission deadline by which contracts must be signed. **Salary notices do not require a signature or acknowledgment, nor do they need to be returned.**

Frequently Asked Questions

- Where should questions be directed?
 - Direct all questions to Contractquestions@columbus.k12.oh.us.
- What if a specific teacher didn’t receive a contract?
 - The teacher may be on a continuing contract and therefore will receive a salary notice in lieu of a contract. Salary notices do not require a signature, nor do they need to be submitted to human resources.
 - The teacher has not completed the requirements for renewing their license so we are unable to renew their contract at this time. For licensure questions, contact License@columbus.k12.oh.us for assistance.
 - The teacher is on a leave of absence and will receive their contract when they return to work.

CEA FR Elections Coming Soon

Faculty Representative (FR) Elections FRs are normally elected in the spring of odd-numbered years and serve for two years. One FR and one Alternate FR should be elected for every 20 members in a building/unit or fraction thereof. A unit is usually a building but could be a group of teachers in a specific area, i.e., music or art. Any unit’s CEA member can serve on their election team unless they are running for an FR position. FR elections should be conducted in May. Only CEA members may run or vote for FR. Unit membership rosters were sent from the CEA office to Senior Faculty Reps (SrFRs) in early May.

Earlier this school year, the CEA Legislative Assembly changed the determination of SrFR in cases where a unit has more than one faculty representative. In this case, according to the By-laws of the Legislative Assembly (13–2), it is the candidate “who receives the most votes for the position of Senior Faculty Representative of that unit.” Please note that “If the vote results in a tie, the Senior Faculty Representative shall be the Faculty Representative who has the most continuous service in the position within that unit.” The SrFR shall be the one with the most continuous service in the position of SrFR within the unit, not as an FR or an alternate. Service in other units does not count.

Go to <https://bit.ly/4cTrzoC> for a guide on CEA FR elections. If you have questions, contact CEA Elections Chair Brittany Herb Pierce at (440) 225-2631.

CEA and CCS at Columbus Pride 2025

This year, for the first time ever, CEA will be marching **with the district** for the **Stonewall Columbus Pride Festival and Community Resource Fair on June 14, 2025.**

Event Info **Arrival: 8–8:30 a.m.**

(Participants will meet at 270 E. State St. and walk to the march together. Parking is FREE at 270 E. State St.)

March begins: 10:30 a.m. @ Broad & High and ends at Goodale Park (Prepare to stand in the parade line for 1-1.5 hours)

Register to march at <https://forms.gle/JWfycv7zmYn7zEuM9>.

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/2025/05/Grievance-250512-35.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, subject-ed 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 it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued...	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 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 it’s 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 with-drawn. The Board shall immediately remove all references of the Written...	Requested to be filed at Step 2.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or mis-applied 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 direc-tive 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 it’s 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 it’s 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 pro-vide 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 it’s 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 recal-culated and revised in a manner consistent with Master Agreement...	Filed at Step 2 consistent with Article 110.06 of the Master Agreement
Briggs HS Pamela Smith	Briggs HS Principal Pamela Smith, acting in her capacity as agent of the Board, failed to return 190 Corrective Measure forms to the originating staff member with the corrective...	Grievants shall be made whole in every way, including not limited to the following: The Board and it’s agents shall cease and desist from violating, misinterpreting, and or misapplying, the Master Agreement including...	Filed at Step 1.
South HS Christy Nickerson	South HS Principal Christy Nickerson, acting in her capacity as agent of the Board, failed to provide appropriate support to teachers with respect to student discipline that is legal and...	Grievants shall be made whole in every way, including not limited to the following: The Board shall reissue an appropriate Behavior Referral resolu-tion to the April 3, 2025, 190. The Board and it’s agents shall cease...	Grievance granted at Step 1. Inappropriate language removed from 190 resolution.
Eakin ES Theresa Eraybar	Eakin ES Principal Theresa Eraybar, acting in her capacity as agent of the Board, has failed to engage in monthly Association Building Council meetings and/or appoint members of the...	Grievant(s) shall be made whole in every way, including not limited to the following: The Board and it’s agents shall cease and desist from violating, misinterpreting, and or the Master Agreement including but not limited...	Filed at Step 1.

Recess? When? How Many?

Don’t forget to determine your school’s recess policy. This must occur following spring break and before the last teacher workday of the year. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day. There cannot be a vote for zero recesses.

The *CEA Master Agreement* requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the begin-ning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily. A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school’s recesses—our students need them. For full information, refer to Section 302.05 of the *CEA Master Agreement*.

Appealing Your Evaluation

The Joint Evaluation Panel has approved an appeals process for staff who wish to appeal their evaluation. Staff must meet one of the following criteria:

- Educators that have an overall Final Holistic Rating of “Ineffective”
- Two evaluators this year and the overall rating is questionable
- The evaluation contains a procedural error

The Evaluation Appeal Form is available on the ILEAD Eval-uation: Evaluation Resources & Process on the CCS staff website. Scroll down to “District Forms” to access the document. Members who meet the criteria to file an appeal should submit the complet-ed appeal form along with appropriate documentation to Teri Mul-lins at CEA by 4:30 p.m., Tuesday, May 27. The Joint Evaluation Panel will meet to review appeal requests the week of June 2. If you have questions about filing an appeal, contact Teri Mullins at the CEA office at tmullins@ccaohio.org or (614) 253-4731.

Resigning and Insurance

Resignation and Insurance In the past, when a member worked to the end of the year, then resigned, 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 with their benefits 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 *CEA Master Agreement* through July 31. Go to <https://bit.ly/43o9qe9> to see the letter affirming the District’s position.

Special Notes

Transplant Needed for CEA Member: Robyn Chernack, Inter-vention 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; **Amy Brown**, Oakland Park ES; **Norma Stepp**, Cassady ES; and **Shannon McCarthy**, Clinton ES. 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.

CEA Members & Families—All CEA members and their fam-ilies can become members of **Education First Credit Union!** Enjoy exclusive financial benefits, low-rate loans, high-yield savings, and personalized service. Join today at www.educu.org.