

Only CEA Members’ Children Get

Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. **This benefit is for our members with children who are college seniors between Sept. 2025–June 2026.** The fund provides \$2,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2024–June 2025 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members.

Download the application starting next week. The **deadline is Monday, Oct. 10, 4 p.m.** If you have questions, call Jen Gable at (614) 253-4731.

First Thursdays: Reserved for CEA Events

Any events that require the majority of the school staff to be in attendance should not be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. Therefore, with the exception of the month of September, there should be no required events for CEA bargaining unit members on the following dates for the 2025–2026 school year: Oct. 2, 2025; Nov. 6, 2025; Dec. 4, 2025; Feb. 5, 2026; Mar. 5, 2026; May 7, 2026; and May 21, 2026.

If you have questions, consult Section 205.04 of the *Master Agreement*.

CEA’s First Legislative Assembly

at The Boathouse

Attention: All Faculty Representatives, attend the **CEA Legislative Assembly on Thursday, Sept. 11***. **The meeting begins at 4:30 p.m.** Dinner will be served at the conclusion of the meeting. Registration opens at 4 p.m.

**RSVP* to gablej@ceaohio.org.

Parent-Teacher Conference Dates

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President’s Day. However, Article 1401 of the *Master Agreement* provides each school the opportunity to deviate from the established parent-teacher conference dates. A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school’s conferences. Once your school’s parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

Professional Leave

There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop.

Forms to apply for professional leave are available in the “Forms” section of the CEA website or the CCS Intranet, along with the full leave guidelines. Act as soon as you know the date of your conference because funds are exhausted quickly.

See You at the CEA Fall Fling

The Fall Fling is right around the corner! Join us for the CEA Fall Fling this year. Mark your calendar for Friday, Oct. 3, from 4–8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 200 new members this school year. Help them celebrate their new endeavor and welcome them to the CEA family! Our annual party features music, great food, and prizes. Get to know your colleagues. Meet candidates for public office and local elected officials. Admission is free. Beer and wine are just \$5.



Join the Sick Leave Bank

The *CEA Master Agreement* provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply haven’t accumulated enough sick leave to cover extreme situations. You can help by donating **two sick days** to the **Sick Leave Bank**. It’s easy. The donation form is available on the **CCS Intranet** under “**Human Resources**” or the **CEA website** under “**Forms**.” **The deadline for donations is Tuesday, Sept. 30.** Any bargaining unit member who exhausts their sick leave may apply to borrow up to 10 days from the bank. They will be required to pay back the borrowed days as additional days are earned. If you **joined the Sick Leave Bank in the past**, you do not need to rejoin, nor do you need to make an additional donation. **In order to withdraw days from the Sick Leave Bank, bargaining unit members must complete a Sick Leave Bank Withdrawal Form, located on the CEA website.**

Stop. Think. Call CEA!

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think, and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.



A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don’t refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn’t or can’t.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.

You have the right to the representative of your choice, not your principal’s choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don’t feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave

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/2025/08/Grievance-250818-01.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... | Step 2 hearing pending, relief requested denied. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or mis-applied 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... | Settlement pending. |
| CCS Administration | The Columbus City Schools Board of Education and/or it's 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 immediately remove all references to the Letter... | Placed in abeyance pending settlement. |
| CCS Administration | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/Administration failed to provide... | The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide School Social... | Settlement. |
| CCS Administration | The Board and/or it's 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 recalculated... | Placed in abeyance pending settlement. |
| 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... | 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... | Step 2 hearing held. Response received granted in part. |
| West HS Daniel Roberts | West HS Principal Daniel Roberts, acting in his capacity as agent of the Board, directed grievant to provide class coverage during... | Grievants shall be made whole in every way, including not limited to the following: The Board shall provide notice electronically to all bargaining... | Settled. |
| Briggs HS Pamela Smith | Briggs HS Principal Pamela Smith, acting in her capacity as agent of the Board, failed to develop appropriate customized content... | Grievants shall be made whole in every way, including not limited to the following: Affected Grievants shall be offered makeup PD (inclusive of... | Grievance denied at Step 1. |
| Marion-Franklin HS Tanita Fleming | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the the principal at Marion Franklin HS, Tanita... | The grievants shall be made whole in every way, including but not limited to the following: Principal Fleming shall immediately follow the proper... | Filed at Step 1. |
| Walnut Ridge HS Michael Spellis | The CCS/CEA Master Agreement was misapplied, misinter- preted or violated by the principal at Walnut Ridge, Michael... | The grievants shall be made whole in every way, including but not limited to the following: that the principal immediately remove the extra... | Step 1 hearing held. Relief requested denied. |
| CCS Administration | The Board of Education and/or its agents violated misinterpreted, and/or misapplied provisions of the CEA-CCS 2022-2025... | Grievants shall be made whole in every way, including not limited to the following: The Board shall immediately remit to grievants the applicable... | Payment made. Grievance withdrawn. |
| 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 Written... | Settled. Discipline rescinded. |
| 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 Written... | Granted in part at Step 2. Union to respond. |
| CCS Administration | The Board violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when it failed... | The Board shall immediately cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement including but not... | Advanced to arbitration. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CEA-CCS 2022-2025 Master... | Affected grievant(s) shall be made whole in every way including but not limited to the following: All improperly non-renewed bargaining unit members... | Denied at Step 1. |
| Melinda Diaz Health Services Supervisor | Health Services supervisor Melinda Diaz, acting in her capacity as agent of the Board, violated, misinterpreted, and/or mispplied... | Grievants shall be made whole in every way including but not limited to the following: The Board shall immediately rescind the directive that School... | Step 2 hearing held. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CCS-CEA Master... | Grievant(s) shall be made whole in every way, including but not limited to the following: Affected grievant(s) shall be reinstated to their bargaining... | Filed at Step 2. |
| CCS Administration | The Board and/or it's agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master... | Grievant shall be made whol in every way, including but not limited to the following: The Board shall cease and desist from violating, misinterpreting,... | Filed at Step 2. |

Continued from Page 1

- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the *CEA Master Agreement*.

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.

Have You Formed Your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your *CEA Master Agreement* (Article 202.01). Here are the basics:

- The ABC consists of the building’s Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
- All CEA bargaining unit members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.
- Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ccaohio.org and to your CEA District Governor.

Special Notes

The CEA Office will maintain office hours through Aug. 31 of 8:30 a.m.–4 p.m., Monday–Friday. Normal hours of 8:30 a.m.–4:30 p.m. will resume Aug. 31.

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.

CEA Members & Families—All CEA members and their families 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.

The CEA Office will maintain office hours through Aug. 31 of 8:30 a.m.–4 p.m., Monday–Friday. Normal hours of 8:30 a.m.–4:30 p.m. will resume Aug. 31.

CEA Needs Your Personal Contact Info: Update your **personal (non-CCS) email address** and your **cell phone number** so CEA can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the *Voice*. If you are not receiving messages from CEA, send an email with your contact information to membership@ccaohio.org.

If you know someone new to your building or unit, approach the person and ask them to become a member of CEA. We have made joining CEA simple. **Step 1:** Click “JOIN” on the homepage at www.ccaohio.org; **Step 2:** Download the CEA Membership Form to your device and complete it. (It is a fillable pdf for your convenience); **Step 3:** Email the completed form to membership@ccaohio.org. Call CEA at (614) 253-4731 with questions.

Grow the Future: Stepping Up For Our Scholars – Step into rhythm and purpose as we raise scholarship funds for graduation seniors from Columbus City Schools with an afternoon of jazz, line dancing, and community connection. The **Ken Weaver Quartet** will perform. Let the music move you and the cause inspire you. Be there on **Sept. 21 from 3–6 p.m. at JP’s Barbeque Event Ctr.** (Bolton Field, 2000 Norton Rd., Columbus, OH 43228). Admission: \$50 *with advance sales only*. **No ticket sales at the door.** Tickets can be purchased by check mailed to **The Lunch Bunch, P.O. Box 360941, Columbus, OH 43236** or via **Zelle**. The Lunch Bunch is a 501(c)(3) organization.

CEA Members: If you are not receiving electronic communications from CEA, email hernb@ccaohio.org with your name and non-CCS email address. This issue can usually be resolved quickly.

