



## Know Your New Contract: Lesson Plans

Your Union is aware of all sorts of new, “creative” directives from administrators, like turning in a week’s worth of evidence of planning (EOP) at once, etc. Having EOP hasn’t changed from the previous contract. Every teacher is required to have EOP, and, if your principal or supervisor requests to review your EOP, the contract requires it to be available upon their request.

The new *Master Agreement* prohibits the administration from making arbitrary or capricious requests for review of your EOP. This means if your administrator wants a copy of your EOP, they should make a request to review it, and they are allowed to request to make a copy. Your Union is aware of how scripted district-provided ES lessons are in the curriculum. If you are utilizing scripted district-provided lessons for your instruction and your administrator requests EOP, citing the specific lessons you used is appropriate.

The new language requires EOP at Pre–K to be consistent with the requirements of Step Up To Quality, and in grades K–12, EOP shall incorporate learning objectives and activities aligned to Ohio’s Learning Standards, taking into account student needs. Even though this is new language, it is something CEA members have already been doing. Keep in mind that there are no requirements for the type of format you use to create your EOP.

Remember, for planned absences of a classroom teacher, CEA bargaining unit members must continue to provide a substitute lesson plan for up to five days during the term of the absence. For example, if a CEA bargaining unit member has been approved for a leave of absence for three weeks, only five days of substitute lesson plans must be provided.

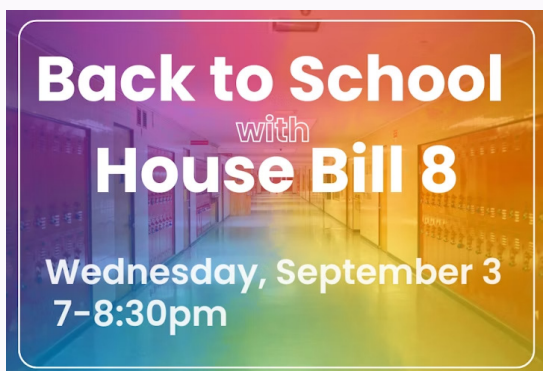
The new *Master Agreement* now requires CEA members to have two days’ worth of substitute lesson plans prepared for unplanned absences during the school year that contain the basic information necessary for a substitute to provide instruction aligned to the curriculum.

## HB 8 Webinar

Join **Honesty for Ohio Education, Kaleidoscope Youth Center, Columbus Education Justice Coalition, LGBTQ+ Center of Greater Cleveland**, and other partner organizations for a back-to-school event that will help you or someone you care about navigate the 2025–2026 school year with HB 8, the anti-LGBTQ+ legislation passed at the very end of lame duck this past year. The new school year will arrive sooner than we can imagine, so get signed up now to support LGBTQ+ students!

**Who should attend?** Students, family, educators, concerned community members, and advocates. **What?** We’ll break down HB 8 and how it is likely to show up in your schools this coming year. **When?** Sept. 3, 7–8:30 p.m. **Where?** On Zoom! **Why?** Being in community with fellow advocates for LGBTQ+ justice helps us to learn, support each other, and build community for the long term.

Go to [bit.ly/4n2tY4g](https://bit.ly/4n2tY4g) to sign up and learn more about this event.



## CEA Voice Moving To Online Only

In an effort to cut costs, the CEA Voice will be moving from a print edition to an online-only publication. The final print edition of the *Voice* will be in mailboxes Monday, Sept. 8. The *Voice* will continue to be published throughout the school year and emailed to members’ personal email addresses the day before the start of the work week.

## Catastrophic Sick Leave Donations

A growing number of our members are experiencing illnesses that are considered life threatening. We have a means to assist them by allowing members to donate their accumulated sick leave to that afflicted person.

A member of the bargaining unit who has exhausted all accumulated paid leave as a result of a catastrophic illness or injury of a temporary nature may be granted additional sick leave days through the donation of accumulated unused sick leave by other bargaining unit members who volunteer to give days. The term “catastrophic illness or injury” shall include only those illnesses or injuries which are calamitous in nature, constituting a great misfortune. Examples of a catastrophic diagnosis include, but are not limited to, the following:

- Accident resulting in multiple fractures or amputation of a limb
- AIDS
- ALS (amyotrophic lateral sclerosis)
- Cancer
- Cerebral palsy, muscular dystrophy
- Condition causing paralysis
- Hemophilia
- Mental illness (requiring hospitalization)
- Rare disease
- Severe burn involving over 20 percent of the body
- Severe head injury requiring hospitalization
- Spinal cord injury
- Stroke or cerebrovascular accident
- Cardiovascular procedure

The Catastrophic Sick Leave Committee is a joint committee consisting of members from CEA and the administration. A request for catastrophic illness/injury sick leave donations needs a two-thirds (2/3) vote of the entire committee. Applications for catastrophic illness/injury sick leave donations must be jointly submitted to the Director of Human Resources Administration. Applications will include, but not be limited to, the following information:

1. Nature of illness/injury
2. Physician’s statement as to the condition and the need for sick leave
3. Projected date of return to duty
4. Explanation of previous sick leave usage
5. Any other pertinent information that the applicant can submit to the committee for its consideration

The person requesting Catastrophic Leave shall be informed of the committee’s decision in writing within three (3) days of the meeting. The decision of the committee shall be final. The bargaining unit will assume the responsibility for solicitation of donations for approved bargaining unit members, subject to procedures established by the joint committee. Bargaining unit members may donate any amount of their unused sick leave to the affected member. A maximum of 45 days may be granted to the applicant. If additional sick leave donations beyond the 45 days maximum is needed, the bargaining unit member must reapply for consideration by the committee. One renewal will be considered by the committee.

## See You at the CEA Fall Fling!

The 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

Continued on Page 2

# 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/2025/08/Grievance-250901-03.pdf>.

Building/Unit Admin.	Statement of Grievance	Relief Requested	Disposition
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 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...	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...	Awaiting 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 and...	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.
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 CEU...	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...	Step 2 denied. Advanced to arbitration.
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 912.02(D)...	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...	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 mispllied...	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.
CCS Administration	Columbus City Schools Board of Education and/or it’s agents violated, misinterpreted, and/or misapplied provision of the...	The grievant shall be made whole in every way, including but not limited to the following, reducing the overpayment deductions to an agreeable amount...	Filed at Step 1.
CCS Administration	The Board an/or it’s agents violated, misinterpreted, and/or misapplied provisions of the November 1, 2023 Letter of Agreement...	The bargaining unit member previously assigned to the existing central enrollment School Nurse positioin shall immediately be reassigned to her prior...	Filed at Step 2 pursuant to Art. 110.06.
CCS Administration	The Columbus City Schools Board of Education violated, misinterpreted, and/or misapplied provisions of the 2025-2028...	The grievants shal be made whole in every way, including but not limited to the following: The Board shall cease and desist from violating...	Filed at Step 1.
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.
Linden-McKinley STEM Acad. Dr. Michael McCrory	The Columbus City Schools Board of Education violated, misinterpreted, and/or misapplied provisions of the 2025-2028...	The grievants shal be made whole in every way, including but not limited to the following: The Board shall cease and desist from violating...	Filed at Step 1.

Continued from Page 1

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.

## 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. 2025–June 2026 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.

The **deadline** is **Friday, Oct. 10, 4 p.m.** If you have questions, call Kathy Wilkes at (614) 253-4731.

## 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.

## 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.


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](https://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. The following member has been approved for Catastrophic Leave and is in need of donated days: **Katrina Callaghan, Northland HS; Maria Flora, Yorktown MS; and Kellie Wilburn, Eastmoor Acad.** 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).

The **September Legislative Assembly** will be held at **4:30 p.m. at The Boat House** (679 W. Spring St.) on **Thursday, Sept. 11**. Due to limited seating, we are only able to accommodate Senior Faculty Representatives and Faculty Representatives. Alternates may attend if they are filling in for a Senior Faculty Representative or Faculty Representative. Send an email to [gablej@ceahio.org](mailto:gablej@ceahio.org)) to RSVP. Include your unit in the RSVP.

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