

Columbus Teachers Endorse:

Judge, Franklin County Municipal Court:

- Jodi Thomas • Jessica G. D’Varga • Ajmeri Hoque

Columbus City Schools Board of Education:

- Patrick Katzenmeyer • Janeece Keyes • Antoinette Miranda

Pickerington Local School District Board of Education:

- Brooke LaGrasso

CEA Endorsed issues:

#1 Franklin County ADAMH	Proposed Tax Levy (Renewal and Increase)
#2 Franklin County	Proposed Tax Levy (Renewal)
#5 City of Columbus	Proposed Bond Issue Safety, Health, and Infrastructure
#6 City of Columbus	Proposed Bond Issue Recreation and Parks
#7 City of Columbus	Proposed Bond Issue Public Service
#8 City of Columbus	Proposed Bond Issue Neighborhood Development
#9 City of Columbus	Proposed Bond Issue Public Utilities
Jonathan Alder LSD	Proposed Bond Issue School Construction and Improvements
Olentangy LSD	Proposed Bond Issue
#39 Westerville CSD	Proposed Income Tax Current Expenses



Vote Tuesday, Nov. 4

Records Day is Remote

On Wednesday, Oct. 22, 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 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.

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 following is a list of buildings/units that were represented at the Oct. 2 Legislative Assembly:

17th Ave. Service Center, Alpine ES, Arts Impact MS, Attendance Specialists, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick Alternative ES, Binns ES, Briggs HS, Broadleigh ES, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy, Columbus Spanish Immersion Academy, Como ES, Devonshire ES, Dominion MS, 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, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, 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, Lindbergh ES, Linden STEM Academy, Linden-McKinley STEM Academy, Livingston ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakmont ES, OT/PT, Parsons ES, Climate & Culture Systems Consultants and PBIS Coordinators, Psychologists, Ridgeview MS, School Counselors, Scottwood ES, Sherwood MS, Siebert ES, Social Workers, South HS, Southland, Southwood ES, Special TOSAs, Speech & Language, Stewart Alternative ES, Student Support Center, Sullivant ES, Valleyview ES, Wedgewood MS, Weinland Park ES, West Broad ES, West Mound ES, Westmoor MS, Whetstone HS, Windsor STEM Academy, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

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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. Go to: <https://www.ceahio.org/wp-content/uploads/2025/10/Grievance-251013-09.pdf>.

Continued from Page 1

United Way—A Century United, A Future Ignited.

When you give to United Way, you're joining a movement to set our children and the entire community on a path to success for generations to come. Your generous contribution stays here, in the place you call home. With our long history as a trusted convener, United Way is uniquely positioned to bring together educators, corporations, non-profits and government entities, as well as donors and volunteers like you, to ensure every child has the resources and opportunities necessary to succeed in school and life. Join us in our vision for a stronger, more equitable community and give today. The campaign ends Friday, Oct. 31. Questions, contact your faculty representative or CEA Vice President Phil Hayes at (614) 253-4731.



Join CEA and Canvas For Our Endorsed Candidates

The November General Election is almost here—there are many local races that matter. For our Union, all are crucial. CEA will be hosting canvas dates: **Saturday, Oct. 18**, and **Saturday, Oct. 25**. Members will gather at the CEA Office (929 E. Broad St.) at **9 a.m. on both dates** to pick up materials to and choose which voter-dense neighborhood they would like to canvas. We will be focusing on the **Berwick, Clintonville, German Village, Merion Village, and Westgate** neighborhoods.

Go to <https://bit.ly/ceacanvas2025> to sign up for one or both events!

CCS Panorama Survey

CEA has received numerous questions regarding administrator pressure to complete the District's Panorama survey. In addition, members have voiced concern as to whether the responses are truly confidential. While there may or may not be safeguards in place to ensure confidentiality, it is important to remember that nothing completed utilizing District technology is truly confidential.

The District's own Acceptable Use Policy (AUP), states clearly: "The District reserves the right to monitor, inspect, copy, review and store at any time and without prior notice any and all usage of the computer network and Internet access and any and all information transmitted or received in connection with such usage."

There is no District-wide directive to complete the Panorama survey. It is optional. If you do not feel comfortable submitting identifiable answers, refrain from completing the survey. If your administrator directs you to complete the survey, please contact CEA immediately.

Open Enrollment — It's Required

During Open Enrollment (Oct. 6–24), all benefits-eligible bargaining unit members must do one of the following:

1. Reconfirm any current benefit elections.
2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.)
3. Waive coverage Employee Self Service (ESS) will be used for the 2026 enrollment process. Make sure you are able to log on to ESS PRIOR to the start of Open Enrollment. Benefit choices made during Open Enrollment will be effective Jan. 1, 2026. This year's Open Enrollment is completely virtual.

To participate in Open Enrollment, benefits-eligible bargaining unit members can:

1. Log into ESS to make your elections for core benefits (Medical, Dental, Vision, FSA, and Life), you do not need a counselor.
2. If you do need support with making your elections through ESS, meet online with a Benefits Counselor in a cobrowsing session for both core and voluntary benefits. Visit <https://columbuscityschools.annualenrollment.net> to schedule your call center enrollment meeting ahead of time, or call (614) 401-5172 from 9 a.m.–7 p.m. At your scheduled appointment time, you will receive a call from the iBTR Enrollment Representative. The phone number they will be calling from is (614) 401-5172. You are encouraged to save the number in your phone so you will know who is calling.
3. Use ESS to confirm, change or waive your benefit elections. CCS must report health care coverage information for its employees and their dependents to the federal government. Verify that the Social Security numbers entered into ESS for you and your dependents are correct. Note that if you are enrolling a new dependent, you will need to verify their eligibility. Please be on the lookout for communication from BMI, the District's dependent verification administrator.
4. Remember that if you enroll in Core benefits through ESS but also want to make changes to your voluntary benefits, you can make those changes yourself on the bswift platform by visiting columbuscityschools.bswift.com. You can watch a video to learn to use bswift by copying and pasting this link in your browser: <https://youtu.be/IM1ZYwVsygA>. If you need assistance with your voluntary benefits, you can reach out to iBTR by calling (614) 401-5172. Voluntary benefits include: Short-Term Disability, Long-Term Disability, Critical Illness Insurance, Accident Insurance, Hospital Insurance, Pet Insurance, Identity Theft Protection, Whole Life, and Term Life Insurance.

If you have questions regarding the Open Enrollment Process, contact CCS Benefits Department at (614) 365-6475 or benefitquestions@columbus.k12.oh.us.

CEA Foundation Mini Grants Are Back! Apply, Dream Big, and let your Creativity Shine!

Now is the time to prepare for the CEA Foundation Mini Grants (bit.ly/470nvAp). This is your chance to receive funding to support, grow, or enhance the amazing work already happening in your classroom or school. Below is all the information you need to know!

Application Timeline

- Closes: 4:30 p.m., Wednesday, Oct. 22, 2025 (our first Records Day)



What’s New This Year

- **How-To Video** (<https://youtu.be/2vWa6ILamUM>) Step-by-step guidance, hints, and updates for applicants.
- **Three Grant Categories:** General Mini Grant, Early Career Educator Mini Grant & STEAM/STEM Mini Grant
- **Funding Update:** All grants are up to \$500.
- **New Rule:** Only one application per project per school will be accepted to maximize impact.

2025–2026 Mini Grants at-a-Glance	Examples of use	Criteria	Amount
General Mini Grant	• Electives/ Unified Arts • OT/PT; APE, etc. • Supplemental supports	All CEA members in good standing	\$500 per grant
Early Educator Mini Grant	• Interactive bulletin boards • Class library/ manipulatives • Flexible seating	All CEA members in good standing in years 1–5 of their career	\$500 per grant
STEAM/STEM Mini Grant	• Robotics/Kinex • STEAM/STEM Club supplies • Fees for competitions	All CEA members in good standing	\$500 per grant

Questions? Email ceaminigrants@gmail.com from your personal email address.

Attention: Mid-Career Educators

We are excited to invite you to participate in the Mid-Career World Café, a collaborative gathering designed to share experiences, insights, and ideas that can help shape the future of Ohio’s Educator and Support Staff community.

To help us prepare and ensure the conversations reflect the priorities and interests of participants, we kindly ask you to complete this short form: bit.ly/3K9WFOQ.

Your input will guide the topics of discussion and ensure the event is meaningful and relevant to your journey as a member of OEA, such as:

- **Mentorship Matters:** Mid-career educators emphasized the need for mentors to be compensated for their time and expertise.
- **This recognition is essential to building strong, sustainable support systems within our schools.**
- **Relevant Professional Development:** PD must be meaningful and applicable to the realities of mid-career educators. Generic or disconnected training does not serve our growth or our students.
- **Mental Health & Wellness:** Burnout is real. There is a clear call for mental health initiatives that support educators in maintaining balance, resilience, and well-being.

Details

Event: **Mid-Career World Café**

Date & Time: Nov. 1 or Nov. 8, 2025 (*Pick ONE date*) 10 a.m.–2:30 p.m. (Lunch provided)

Location: **Ohio Education Association HQ** – 225 E Broad St. Columbus OH 43215

Complete the form by Oct. 27, 2025. We look forward to learning from your perspective and building a space where Mid-Career Educators and Support Staff can connect, share, and inspire one another. More information regarding meeting times and dates to come!

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring during the 2025–2026 school year can be exempted from the Ohio Teacher Evaluation System. To take advantage of this, submit your notice of retirement to Human Resources by Friday, Oct. 31. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. Go to <https://www.ccsoph.us/Page/2340> to download retirement information or access the Google form to submit notification of retirement. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Join the New Special Education Caucus! All CEA members are invited to join.

CEA is excited to announce the launch of the Special Education Caucus — a new group created by and for members who are passionate about supporting our students with disabilities and the educators who serve them.

The Caucus will be a place to:

- Connect with other special education professionals across the district.
- Share resources, strategies, and solutions.
- Advocate for the needs of both students and staff.
- Make sure special education voices are heard within CEA.

Whether you’re an intervention specialist, related service provider, or simply a member who cares deeply about special education, you are welcome!

Here is the membership form to join: <https://forms.gle/ThsefQWJy7X69Zch8>.

Special Fall CEA Election

Due to three vacancies on the CEA Board of Governors, there will be a Fall Special Election. CEA is seeking candidates for the unexpired terms of Governor for District 2 (2028), District 4 (2026), and District 7 (2028). The **declaration period began Monday, Sept. 29, and ends Monday, Oct. 13.** A Declaration of Candidacy for CEA Office will be available on the CEA website at bit.ly/3IDDYCy or by calling CEA at (614) 253-4731. Forms are accepted in hard copy or electronic format at elections@ceaohio.org. **Declaration forms must be received by the CEA office no later than 4:30 p.m., Monday, Oct. 13, 2025.** Campaigning is underway and ends Nov. 11, 2025. Ballots will be in the buildings on Oct. 24, 2025. Voting will begin on Monday, Oct. 27, 2025, and ends Tuesday, Nov. 11, 2025. Ballots will be collected and tallied by the Election Committee on Wednesday, Nov. 12, 2025. Call Brittany Pierce, CEA Election Chair, at (440) 225-2631 with any questions.

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. The following members have been approved for Catastrophic Leave and are in need of donated days: **Linda Hulteen**, Displaced; and **Mary Barber**, Columbus North International 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.

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

Fight Flu and Earn a Gift Card from Wellness – Staff who receive a flu shot before Dec. 31 will earn a \$25 gift card from the CCS Staff Wellness Initiative. After you receive your flu shot, visit the Flu Shot Information tab on the Wellness website, ccsoh.us/wellness, and fill out the flu shot form. You do not need to receive your flu shot at a CCS location in order to be eligible for the gift card. As a reminder, gift cards are a form of compensation and are subject to employee payroll tax. Questions? Email wellness@columbus.k12.oh.us.

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.ceaohio.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@ceaohio.org. Call CEA at (614) 253-4731 with questions.

CEA Members & Families—Bank where you belong! Did you know? 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.



Join us for a town hall meeting where educators and lawmakers will discuss the future of collective bargaining, pensions, and education funding, hosted by the **Ohio New Educators**. Your voice matters in shaping our educational landscape!

Participants are welcome to join other educators and elected officials at a reception post forum.

DATE: October 21, 2025
TIME: Town Hall 5pm-6pm, Reception 6pm-7pm
LOCATION: OEA Headquarters
225 East Broad Street
Columbus, OH 43215

Your Voice. Our Power. *Their Future.*
Contact us to learn more.

www.ohea.org/one | one@ohea.org | [@OHNewEducators](https://twitter.com/OHNewEducators)





Come join CECE at our

OCTOBER SOCIAL

PINS

FRIDAY
OCTOBER 24TH
4:30 PM

141 N Fourth Street
Columbus, OH 43215
Street parking available

Can't make it? Scan the QR code for future social dates!
Questions?
Email columbuscece@gmail.com



Email columbuscece@gmail.com for questions

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