

Columbus Teachers Endorse:

Judge, Franklin County Municipal Court:

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

Columbus City Council:

- Dist 1: Chris Wyche • Dist. 3: Rob Dorans • District 7: Jesse Vogel

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

IN-PERSON ABSENTEE VOTING, Franklin County Board of Elections
1700 Morse Road, Columbus, Ohio 43229
DATES AND HOURS (subject to change)

FINAL WEEK OF EARLY VOTING - Extended Hours

Monday, October 27, 2025 7:30 a.m.–7:30 p.m.
Tuesday, October 28, 2025 7:30 a.m.–8:30 p.m.
Wednesday, October 29–Friday, October 31 . . 7:30 a.m.–7:30 p.m.

Saturday, November 1. 8:00 a.m.–4:00 p.m.
Sunday, November 2 1:00–5:00 p.m.
Monday, November 3 NO VOTING AT THIS LOCATION
Tuesday, November 4 Voting at Polling Locations Only

Trash the Trackers

Your Union has been made aware of a variety of electronic “forms” that our members are being strongly suggested to use. They include, but are not limited to TBT Trackers, data collection forms, and a variety of other forms.

During your TBT, you should be keeping minutes. There is no requirement to use a specific form to keep these minutes, except that the final product should be in an electronic format. There are a variety of resources available if you would like to utilize them—if you don’t want to use them then you don’t have to.

Section 108.03 of the *Master Agreement* states, “All Administrative forms provided by this Agreement shall be mutually acceptable to the Board and Association.” Section 206.01 also says “The Board recognizes that clerical responsibilities detract from the effectiveness of the classroom teachers; therefore, a continued effort shall be made, with this Agreement, to avoid substantive increases in such clerical work.” To date, the administration has not engaged in any discussions with your Union about any additional administrative forms required of our members.

If your administrator asks, requests, intimates, suggests strongly, or even begs you to use a home-grown provided form, simply send them an email from your school account. In that email, ask your administrator one simple question—Are you directing me to use this form as a term and condition of my employment? Their answer should be a simple no, that they are simply offering a resource for you to use if you choose to do so. If the answer comes back yes, please contact the CEA Office.

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-251020-10.pdf>.

Workspace/Learning Space Equity Audit

One of the Memorandum of Understandings (MOU) won in the 2025–2028 *Master Agreement* includes a workspace/learning space audit. The audit will allow CEA to collect information from members regarding the type of spaces they have to complete their work with students, parents, and colleagues. A flyer with a Survey Monkey link was given to Faculty Representatives at the CEA Legislative Assembly on Sept. 11. **Each unit's ABC should work together to collect the information requested in the survey no later than Nov. 2, 2025.**

Once that information has been compiled, CEA will present a report to the Article 108.02 Joint Labor-Management Committee, CCS Board of Education as well as returning the information to our units. The language also states that CEA will present the report to any board committee that is considering building realignment, consolidation and/or closure and program allocations. The contract language also states that this report will be a topic of discussion for our next successor agreement. Please make sure that your unit's ABC is working to complete this survey by Nov. 2, 2025. The link to complete the Workspace/Learning Space Equity Audit is <https://www.surveymonkey.com/r/JMKPS2N>.

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.

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.

Join the New Black Affinity Group!

- The Minority Involvement Program is excited to announce the Black Affinity Group. The purpose of this group is to:
- Create a safe and supportive space for BIPOC educators
 - Foster authentic community, connection, and healing through shared lived experiences
 - Increase engagement and leadership within local and state level association activities
 - Serve as a pathway for potential members to remain active in the organization

The vision is to build a powerful, connected community of Black educators within our union who are supported, valued, and empowered to lead. The vision is to support all BIPOC educators as well. All CEA members are invited to join. Here is the link to join the contact list: <https://bit.ly/ceamipbag>.

Bargaining Team

The application period for the CEA Bargaining Team closed on Tuesday September 30, 2025. Thank you to the following individuals for being willing to serve on the 2025–2026 team:

Benjamin Alexander, Traci Arway, Jeremy Baiman (OEA Labor Relations Consultant), Heather Barnett, Tabetha Baumann, Heidi Baxter, Karen Bromberg, John Coneglio, Becky Coyne, Cassandra Daniels, Carla Davis, Angel Dyer Sanchez, Keith Emrick, M. D. Ferguson, Megan Flanagan, Regina Fuentes, Ashley Green, Jennifer Harvey, Tai Hayden, Phil Hayes, Jacquia Hearn, Tracie Helmbrecht, Megan Hinz, Jada Jackson,

Lolita Johnson, Traci Johnson, Stephen Kellett, Renée Kelley, Cindy Love, Dana Matunas, Cameron McCann, Rebecca McGrath Hinkle, Garrett Merle, Britt Mickle, Amy Mondillo, Christopher Monteiro, Teri Mullins, Teresa Rollins, Julia Craig Romano, J Sanchez, Chrystina Scoglietti, Denise Sizemore, Benita Wright Smith, Cynthia Smithers, Korri Storms, Annelise Taggart, Andrea Tippery, Chris Weyand, Connie Workman, Kari Yates, Laura Young, Angy Zalenski, Dwayne Zimmerman, and Jennifer Zutterling.

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 a canvas date: **Saturday, Oct. 25**. Members will gather at the CEA Office (929 E. Broad St.) at **9 a.m.** 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!

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.



Open Enrollment — It’s Required

During Open Enrollment (Ends Oct. 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.

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.ccsbh.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.

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). **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.



Move Together Walking Groups

Join our CCS Staff Wellness Initiative, Fleet Feet, Brooks, and Miles for Justice for free monthly walking groups at four Columbus City School locations. Our next walking group will be held on Wednesday, Oct. 22 at Gables ES. We'll kick things off at 5 p.m.

Here's what's waiting for you:

- A fun, guided 1-mile walk/run route
- Music and good vibes
- Raffles + a drawing to win a FREE pair of shoes from Fleet Feet!

Check out the full 2025 schedule and register at www.movetogethertocolumbus.com or just show up and sign in at the event. Bring your CCS coworkers, family, friends, or come solo. Everyone's welcome—we'd love to see you there!



Correction: Watkins ES was in attendance for the Oct. 3 CEA Legislative Assembly. We apologize for the error.

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 member has been approved for Catastrophic Leave and are in need of donated days: **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.

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.



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!

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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

Please Scan



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

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



The logo for CECE (Columbus Education Community Engagement) features a stylized apple with a leaf and the letters 'CECE' inside a circle.

Decorative elements including silhouettes of bats flying across the top and spiders hanging from webs on the sides.

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

The logo for the Columbus Education Association (CEA) features the letters 'cea' in a stylized font with a small figure inside the 'a'.

Email columbuscece@gmail.com for questions

The logo for Cloppert, Latanick, Sauter & Washburn LLP features the letters 'CLSW' in a grid.

Cloppert Latanick Sauter & Washburn

Serving the members of the Columbus Education Association for more than 40 years.

ATTORNEY REFERRAL PROGRAM

For Members and Their Families

MEMBER BENEFITS

- FREE: 30 minute consultation (limit of four per year)
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(paid only from compensation paid to you)

- Workers Compensation

REDUCED HOURLY RATES

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- Other Hourly Work
- Domestic

\$225.00 per hour

Advance deposit is required.

*This publication is intended to give a sampling of the services offered under the Program. Many other reduced rates are included. Contact Cloppert Law today for more information. (Revised 6/25)

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