

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

Learning Walk Grievance Update

As you know, a grievance regarding learning walks was signed by thousands of members and was filed recently by CEA. The Step 2 hearing for this grievance was held on Thursday, Oct. 16. This was attended not only by CEA staff and leadership, but also by a CEA member who testified that she was told by an Area Superintendent she would be “dinged” during a learning walk (based on what turned out to be entirely appropriate lesson pacing).

CEA presented a comprehensive case regarding the two contract violations at issue – the fact that these “learning walks” are clearly an evaluation of teachers outside of our contractual evaluation process, and the fact that the rubric as written represents a de facto ban on the contractually protected use of supplemental instructional materials.

Though the District denied both violations during the hearing (as expected), they called CEA the very next day to ask if we could sit down and try to negotiate a settlement. CEA is always willing to discuss potential settlements, so long as they bring the District in line with our hard-won *Master Agreement* and do not water down our contractual rights.

As this issue of the *Voice* goes to print, CEA is waiting for the District to send meeting dates regarding a negotiated settlement. In the meantime, we retain our right to advance this grievance to arbitration. We will keep members updated on the status of settlement negotiations.



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-251027-11.pdf>.

What's the Latest About Student Loans and Loan Forgiveness?

Many borrowers have been in forbearance since July 2024, but interest is now accruing. Income driven repayment options are changing as a result of the budget reconciliation. With cuts to the U.S. Department of Education, there's a lot of chaos and confusion. But NEA Member Benefits can help!

NEA Member Benefits is hosting virtual workshops to help you understand eligibility and qualifications for loan forgiveness, policy and program changes impacting student loan borrowers, and to highlight the NEA Student Debt Navigator, a powerful tool that can help you manage your options. Each workshop will last 75 minutes.

To protect member privacy, these sessions will not be recorded and AI read bots are not allowed.

No pre-registration required, join at one of the links below on the date/time most convenient for you.

Oct. 27 at 5 p.m. Oct. 28 at 7 p.m. Oct. 30 at 4:30 p.m. and again at 6:30 p.m. Nov. 3 at 5:30 p.m.

Join the Zoom link at: bit.ly/4hoertT. If prompted, the Meeting ID is 890 9200 3413 and the Passcode is 513370. Learn about other ways NEA Member Benefits helps make members lives better at: www.neamb.com/start.



Honoring Educators Who Served in the Armed Forces

CEA wants to recognize the veterans among our CEA ranks. Submit your name and service to hernb@ceahio.org. **Do not hesitate to respond to be included in the Nov. 10 issue of the Voice.** To be recognized, submit your name and branch by Wednesday, Nov. 5. Thank you for your service.



Spring 2026 Fee Waivers

The application period will be **open from Oct. 27–Nov. 13, 11:59 p.m. Applications must be submitted by 11:59 p.m. on November 13, 2025.** Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. You will automatically be sent a confirmation email once your application is submitted. Go to [CCSDAS applications.columbus.k12.oh.us/ccsdas/](https://ccsdas.applications.columbus.k12.oh.us/ccsdas/) to fill out the online application. If you have **Priority I or Priority II status**, upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation. Go to <https://www.ccssoh.us/Page/4815> for assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance.

A Thank You Goes Out to the many who Made Our Fall Fling a Success

CEA's Fall Fling was held Friday Oct. 3 at the Hilton Easton. Thank you to the following members and retirees that volunteered to assist in making this year's Fall Fling a success:

Traci Arway, Lisa Barton, Tabettha Baumann, Angie Beekman, Teresa Bombreys, Jennifer Bradley, Courtney Coman, Jeff Corbin, Becky Coyne, Cassandra Daniels, Clarence Daniels, Carla Davis, Joe Decker, Angel Dyer Sanchez, Keith Emrick, Vicki Evans, Megan Flanagan, Marty Flood, Janaya Foster, John Graham, Jacquia Hearn, Jeannette Johnson, Darlena Jones, Dana Kemmerling, Chris Kopp, Andy Merritt, Ezetta Murray, Jacqueline Patton, Teresa Rollins, Mona Simons, Denise Sizemore, Benita Smith, Susie Stoff, Merele Wilder, Connie Workman, Ardelia Young.

We also want to thank all of our partner organizations that had tables at the Fling:

Teachers for Better Schools, Columbus Early Career Educators, OEA Wellness, OEA One, NEA Member Benefits, Education First Credit Union, Making Strides, CCS Wellness Department with Nurse Grace, Life Care Alliance, OEA Women's Caucus, CCS School Board Candidates: Patrick Katzenmeyer, Janece Keyes, and Dr. Antionette Miranda; and our CEA/CCS Authors: Larry Carry, Sade Harvison, Johari Mitchell, Carlotta Penn, and Yvonne Roberson.

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.

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>.

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>.

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.



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.csoh.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 vacancies on the CEA Board of Governors, there will be a Fall Special Election. CEA is electing candidates for the unexpired terms of Governor for District 2 (2028) and District 4 (2026). **Campaigning is underway and ends Nov. 11, 2025. Ballots arrived in buildings Oct. 24, 2025. Voting will begin 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 member has been approved for Catastrophic Leave and are in need of donated days: **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.

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.

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

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.

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Update your home mailing address with CCS Human Resources after you move. CEA uses this information to communicate with you about important issues when an email or text will not suffice.