



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!

Understanding our Contract Reopener

As you know, our 2025–2028 *Master Agreement* contains a “reopener” for the 2026–2027 and 2027–2028 school years. What you may not be as familiar with is how our reopener will work and how CEA will approach the process. This is the first time in decades there has been such mid-contract bargaining.

What is the reopener?

As negotiated and ratified by membership, salary for 2026–2027 and 2027–2028 will be a topic of reopener negotiations this spring. In addition to wages, each side will have the opportunity to bring two additional items to the table for discussion, for a potential total of five issues (salary, two CEA items, two Board items). For comparison, roughly 35 issues between the two parties were discussed during full bargaining earlier this year.

How will CEA determine the Bargaining Team and which two non-salary issues to bring to the table?

Because our Union just went through the Bargaining Team application and issue identification process last year, the reopener version of these processes will be expedited—while still seeking member input at each step. As you may have seen in the *CEA Voice*, the call for Bargaining Team additions (and subsequent application process) is already well underway. An abbreviated survey process for issue identification will begin upon return from winter break. Because of the limited nature of this reopener, your elected CEA leadership has made two important decisions about the two non-salary issues that will be brought to the table:

1. One of the two non-salary issues will be a community-driven item with input solicited from our partners at the Columbus Education Justice Coalition. This is in line with CEA’s commitment to the “bargaining for the common good” approach and to ensure that we are fighting for the schools our students deserve alongside our community partners, especially in the case of a dispute or strike. Members will also be asked to give input on these items through bargaining surveys.
2. When determining the other non-salary issue, the Bargaining Team will be asked to give the most weight to issues that

Columbus
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Association

cea

Master
Agreement
2025–2028

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-251103-12.pdf>.

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affect every CEA bargaining unit member. With a very limited number of issues, it is incumbent upon our Union to make sure that each CEA member has a stake in the reopener process.

What is the reopener bargaining timeline?

The reopener bargaining timeline will largely mirror our regular bargaining process, with both parties beginning negotiations in March and aiming for a faster agreement (given the limited number of issues). If the parties reach an agreement, this agreement will be subject to CEA member ratification at a mass meeting, just like a full conceptual agreement.

What if CEA and the Board can't reach an agreement?

The parties have negotiated a dispute resolution process which is different than that of our regular full negotiations. If CEA and the Board cannot reach agreement by June 15, 2026, any unresolved issues will be submitted to fact-finding, a procedure outlined in state law. A neutral state-appointed fact-finding panel will hold a hearing for both parties to present their arguments, and then within two weeks make an advisory decision regarding how the issue(s) should be resolved. This is called a fact-finders report. This report will be immediately emailed to all CEA members.

Do we have the right to strike?

Yes. Within seven days of receiving the report, CEA members must meet and vote to accept or reject the fact-finders report. The Board of Education must also vote on the report. It takes a 3/5 majority of all bargaining unit members to reject a fact-finders report (same on the Board side). If the report is not rejected by at least 3/5 of total bargaining unit members or 3/5 of the Board, the recommendations in the report are deemed approved and become the language in the *Master Agreement*. If the report is rejected, CEA has the right to strike.

In short, if the parties cannot reach agreement and we go to fact-finding, we need to make sure that of our roughly 4,400 bargaining unit members, at least 2,700 attend our mass meeting to vote. Our challenge is to make sure that CEA members have a choice, and that only happens if at least 3/5 of our membership shows up to vote.

What do we need to do to organize for our reopener?

Your Senior Faculty Representative will be tasked with getting your unit ready for upcoming negotiations. A series of 10-minute meetings will begin before Winter Break to familiarize each unit with the process, ensure that a communications network is set up for your unit, and organize bargaining support activities as bargaining gets underway. Each member should attend their 10-minute meetings and make a personal commitment to attend the mass meeting to vote on an agreement or fact-finders report. Remember what is at stake: your contract, your profession, your paycheck, your students' learning conditions, and your working conditions.

Each member should also make sure they are receiving official emails from CEA to keep up with negotiations, and following CEA social media channels on Facebook, Instagram, and X; @ColumbusEA.

What if I have additional questions?

Questions should be directed to your Senior Faculty Representative. Another option is to contact the CEA office directly at (614) 253-4731 or tellcea@ceahio.org.

Let's continue building our strength and solidarity as a Union and make sure we are prepared for a successful reopener negotiation this spring!

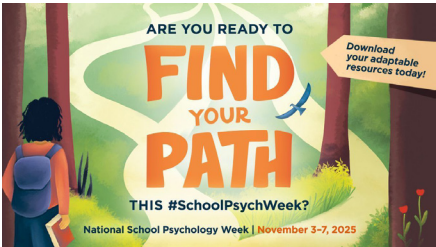
In Solidarity,



John Coneglio
CEA President

Thank Your School Psychologist

It's National School Psychology Week (Nov. 3–7), and this year's theme, "Finding Your Path," reflects the ways that school psychologists help students, families, and school communities set and achieve their goals. School psychologists help connect students to the academic and social-emotional skills they need to promote personal achievement, growth and resilience, as well as a sense of belonging and well-being. All children and youth can face problems from time to time related to learning, social relationships, making difficult decisions or managing emotions such as feeling depressed, anxious, worried, or isolated. School psychologists help students, families, educators and members of the community understand and resolve both long-term, chronic problems and short-term issues that students may face. Here are some things our psychologists do for our students:



- Conduct psychological and academic assessments
- Promote problem solving, anger management and conflict resolution
- Reinforce positive coping skills and resilience
- Promote positive peer relationships and social problem solving
- Make referrals to, and help coordinate, community services provided in schools
- Plan appropriate Individualized Education Programs for students with disabilities
- Generate and interpret useful student and school outcome data

When you see one of our district's psychologists, say, "Thank you!" Learn more at <http://www.nasponline.org>.

High Needs Licensure

In 2022, your Union negotiated Article 912 of the *Master Agreement*, which provides for supplemental compensation for members who pursue and earn licensure in high-needs areas designated by the administration. This year, the district is looking for volunteers to earn the following credentials:

- Integrated Math (for educators transitioning from a math license covering only one or two content areas)
- Integrated Science (for educators transitioning from a science license covering only one or two content areas)
- Special Needs Preschool
- Special Education: Moderate to Intensive (K–12)

Members who meet the following requirements are eligible for consideration:

- Minimum of three years teaching experience in Columbus City Schools
- Completion of application/statement by deadline (Dec.1, 2025)

After placement, eligible teachers will receive a stipend equal to 20% of the base salary (BA-0) in effect the first year of the assignment, distributed as follows:

- 25% at the end of Year 1
- 25% at the end of Year 2
- 50% at the end of Year 3

For more information about this opportunity, including a link to the application, go to <https://bit.ly/47gceO3>.

Members Only: Enter the Columbus Blue Jacket Ticket Giveaway

CEA and Central OEA are co-sponsoring ONE Night with the Blue Jackets with pre-game party access and reserved seating! The game will feature the CBJ versus the Las Vegas Golden Knights and begins at 7 p.m. on Saturday, Dec. 13.

CEA has fifteen pairs of tickets to the game and your Union will be sponsoring a giveaway to distribute the tickets to our members. To enter the giveaway, please go to bit.ly/3LdWJ0r; the window to enter the giveaway **will close at 11:59 p.m. on Sunday, Nov. 30**. The tickets are for Section 202; there is no ability to buy additional tickets in the same section. Members who enter and are randomly chosen to receive the tickets will be notified on Monday, Dec. 1.



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@ceaohio.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 of service by **Wednesday, Nov. 5**. If you submitted your name in the past, please resubmit to be included. Thank you for your service.



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 on 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.



Spring 2026 Fee Waivers

The application period is **open until 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/ 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.

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 addi-

tional 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.

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>.

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 is underway, 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 is 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 tellcea@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.
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 .