

100 YEARS
of

**UNION
SOLIDARITY**



Est. 1925

11/6/2025

CEA FR Training



Reform Panel

Contract Language

Article 1502: The Reform Panel shall facilitate the implementation of
(a) Initiative directed at the improvement of teaching and learning conditions in the district (b) request for variances that may be submitted by school-based shared decision-making cabinets (**ABC**)

- **Why should this go to ABC first?**

1503.02 The Panel shall have the authority to grant and cancel variances to this agreement and shall have the authority to require variances in practice in one or more schools.

Voting

At the building level a variance must have 2/3 or 66.7% percent of the vote.

- Why such a high threshold?
- What if people abstain or don't vote?

Who Gets to Vote

- Everybody in the building unit should have an opportunity to vote
- Bargaining unit members outside of the unit have the opportunity to vote if the variance impacts their job.
 - Example if their schedule is impacted

Typical Variances

Teaching an extra class

Class coverage in middle school

Splitting lunch

Lunch in the classroom

Splitting Department Chair duties

Reform Panel Form:

Can be found on the CEA Website

ceahin.org

SCHOOL DISTRICT		REFORM PANEL VARIANCE REQUEST FORM 2023-2024	
School/Department Name: _____		Implementation Year: _____	
Check One:			
☐ New School Request ☐ Renewal School Request ☐ New District Request ☐ Renewal District Request			
1. Requesting variance from (check one):			
☐	CEA/Board Collective Bargaining Agreement	Article No:	
☐	Columbus Board of Education Policy	Policy Number:	
☐	State or Federal Regulation	Code/Regulation Number:	
☐	District Administrative Practice	Briefly Note:	
2. Description of variance requested. Please be specific (attach additional sheets if necessary).			
3. Rationale for Variance (attach additional sheets if necessary):			
4. Expected student outcomes as a result of variance (attach additional sheets if necessary):			
5. Variances requiring changes in individual teacher schedules should be attached with a written statement from the teachers involved stating they are in agreement with the contract changes.			
6. At least 2/3 or 66.7% of the teaching staff, by secret ballot, must vote to support this Variance Request.			
VOTES: For _____ Against _____ Absences _____ = _____ %			
Principal or Chair, School Board _____ (date) _____		CEA Senior Faculty Representative _____ (date) _____	
Print Name _____		Print Name _____	
REFORM PANEL ACTION			
Date of Reform Panel Action _____			
☐ Variance Approved as Submitted (date below) _____		☐ Variance Denied ☐ Compliance and Submittal Status Waiver Request	
Modifications/Explanation: _____			
Superintendent _____ (date) _____		CEA President _____ (date) _____	

Where do I send the completed form?

Reformpanel@columbus.k12.oh.us

Thursday, November 6, 2025
CEA FR Training



ABCs



This information is for CEA members.

Association Building Council: Who?

- The ABC is made up of five members. They are:
 - The Senior Faculty Representative (SFR)
 - Two CEA bargaining unit members elected by their peers
 - Two CEA bargaining unit members who consent to be appointed by their principal
- Your administrator is NOT a member of the ABC, but is required to meet with the ABC and the staff at least once per month



This information is for CEA members.

Association Building Council: Who? (Con't.)

- The opportunity to run for one of the two elected spots on ABC is open to all CEA bargaining unit members, regardless of whether they are dues-paying members of CEA
- Your principal selects the two appointed members, but they must consent to serve.



This information is for CEA members.

Association Building Council: When?

- ABC meetings should be held at least once per month
- CEA recommends holding ABC meetings after school on days where there are no other after school meetings (BLT, etc.)
- Consider holding the meetings on the same day each month (second or fourth Thursday of the month is recommended)

Association Building Council: How?

- Put a call out for submissions of items of concern seven to ten days in advance.
- Any CEA bargaining unit member may submit an item for the ABC (Classified staff have their own ABC)
- After consulting with the principal, the ABC Chair (elected at the first meeting) prepares an agenda
- Consult means “to seek the advice of”; however the principal cannot exclude or block items from being placed on the agenda.



This information is for CEA members.

Association Building Council: What?

- There is virtually nothing that the ABC cannot discuss.
- ABC concerns **should not single out an individual bargaining unit member OR classified staff member**
- ABC concerns may be submitted anonymously
- CEA bargaining unit members (who are not on the ABC) may speak to an item placed on the agenda if it is their item



This information is for CEA members.

Association Building Council: Miscellaneous

- After the meeting the ABC minutes should be distributed to all CEA bargaining unit members and your administrator(s)
- Your administrator does not “approve” or have the right to edit the minutes of the meeting
- Send a copy of your minutes to your CEA District Governor and Vice President Phil Hayes at the CEA Office (an electronic document is encouraged)
- A template for minutes is available on the CEA website under “Forms”



Columbus Education Association

This information is for CEA members.