

CEA Member Scholarships: Your Dues Dollars at Work

Our members work hard, and your Association is proud to assist their children who are college seniors attending universities or other post-secondary institutions. The CEA Members Scholarship Fund provides each recipient with a **\$2,500 scholarship**, funded by a \$10 dues assessment from each member, invested and paid through The Columbus Foundation. This year we have **80 recipients**. Since 1995, this fund has awarded **\$1,795,250 in scholarships**. The students listed below will receive CEA Members Scholarships for the 2025–2026 school year:



Member	CEA Unit	Student	College	Member	CEA Unit	Student	College
Shannon Ademu-John	Easthaven ES	Lydia Ademu-John	The Ohio State University	Amy Kienle	Fairmoor ES	Rachel Kienle	Ohio University
Brandi Slaughter	Olde Orchard ES	Brittan Alexander	New York University	Kenneth Lacure	International HS	Elizabeth Lacure	University of Cincinnati
Holli Anderson	Buckeye MS	Rodney Anderson	Bowling Green State University	Michele Lefeld	Starling PreK-8	Elijah Lefeld	University of Akron
Christine Barney	Siebert ES	Andrew Barney	University of Cincinnati	Lynette Lewis	Liberty ES	Caitlyn Lewis	Ohio University
Jennifer Berend	Whetstone HS	Lauren Berend	University of Cincinnati	Ragen Liddell	Health Services	Jullian Liddell	Ohio University
Carolyn Bernard	ECE	Ellie Bernard	Bowling Green State University	Lisa Prinz-Liedtke	Columbus Gifted Acad.	Anna Liedtke	University of Toledo
Debjeni Biswas	Whetstone HS	Ritam Biswas	The Ohio State University	Pamela Reed	Southland Ctr.	Emma Luft	Ohio Wesleyan University
Paula Brooks	Southwood ES	Kyla Brooks	Capital University	Eric Mann	Valleyview ES	Wolfgang Mann	Bowling Green State University
Drucilla Bean	Livingston ES	Marcus Brooks II	Ohio University	Catherine Mast	Gifted	Emery Mast	The Ohio State University
Tim Broskie	Whetstone HS	Mitchell Broskie	Kent State University	Wanda Mays	Berwick PreK-8	Rylee Mays	Central State University
Jennifer Brown	Huy ES	Lydia Brown	Ohio University	Marla McGee	Berwick PreK-8	Evan McGee	Eckerd College
Angela Clarke	School Counselor	Connor Clarke	The Ohio State University	Antoinette Miles	OT/PT	Brendon Miles	The Ohio State University
Stephanie Stahl-Compton	Wedgewood MS	Miles Compton	Otterbein University	Kelly Mitchell	Dominion MS	Shannon Mitchell	Otterbein University
John & Michelle Coneglio	CEA-R	Alice Coneglio	The Ohio State University	Stacy Mollmann	South HS 7–12	John Mollman	The Ohio State University
Nechelle Cox	Ohio Ave. ES	Olivia Cox	The Ohio State University	Carol Weimer Morris	Woodward Park MS	Carson Morris	Ohio University
Karen Fiedler	West HS	Landen Davis	Ohio University	Rebecca Palazzo	Dominion MS	Isabella Palazzo	Gardner-Webb University
Melissa DeFilippo	World Language MS	Anthony DeFilippo	University of Dayton	Traci Palmore	Columbus Gifted Acad.	Traden Palmore	The Ohio State University
Patricia DelBoccio	Independence HS	Breonna DelBoccio	Bowling Green State University	Christopher Parker	Wedgewood MS	Amber Parker	Otterbein University
Sheila DeMoss	Beatty Park ES	Nathan DeMoss	The Ohio State University	Courtney Blackenberry	Fairwood ES	Camryn Parker	Kent State University
Sandra Deighton	Health Services	Elizabeth Drake	The Ohio State University	Aaron Reid	Champion MS	Allison Reid	Western Carolina University
Meagan Erwin	Gables ES	Madeline Erwin	Ohio University	Retha Roblero	Valley Forge ES	Dilmar Roblero	The Ohio State University
Victoria Evans	Indianola Informal	Lauryn Evans	The Ohio State University	Dale & Brenda Rucker	Liberty ES/Hiltonia MS	Jessica Rucker	The Ohio State University
Christina Crist	Health Services	Crist Faith	The Ohio State University	Sara Ryder	Huy ES/AG Bell Program	Robert Ryder	University of Kentucky
Rebecca Ondo	Woodward Park MS	Madelyn Forrest	Anderson University	Amy Salem	Alpine ES	Cecelia Salem	The Ohio State University
Amy Gehrig	Mifflin HS	Alexandra Gehrig	Ohio University	Amy Salem	Alpine ES	Sophia Salem	Ashland University
Kristi George	Devonshire ES	Molly George	University of Cincinnati	Caryn Shapiro	Columbus Global Acad.	Joseph Shapiro	The Ohio State University
Christine Goebel	Fairwood ES	Brianna Goebel	Grand Canyon University	Elizabeth Sheridan	Olde Orchard ES	William Sheridan	University of Cincinnati
Sharon Gombas	School Nurse	Noah Gombas	The Ohio State University	Londa Smith	Forest Park ES	Chad Smith	Huntington University
Margaret Graves	Oakland Park ES	Andrew Graves	Cleveland State University	Angela Surrell	Southwood K–6	Lauren Snider	University of Toledo
Henry Hale	Columbus Spanish Imm.	Claire Hale	The Ohio State University	Tammy Starr	Northland HS	Jack Starr	Liberty University
Amy Hammond	Liberty ES	Jakob Hammond	Ohio Northern University	Rachell Ridley-Steward	Columbus Africentric EC HS	Jason Steward	Central State University
Bethany Henderson	Cassady ES	Emma Henderson	University of Cincinnati			Juston Steward	Central State University
		Taylor Henderson	Capital University			Edward Temple	Mt. Vernon Nazarene University
Mary Huffman	Buckeye MS	Adam Hoffman	The Ohio State University			Joseph Temple	University of Notre Dame
Catherine Compo Hohler	Indianola Informal K–8	Isabela Hohler	The Ohio State University			Andrew Thanasack	Ohio University
Michelle Hooper	Liberty ES	Nia Hooper	Denison University	Lou Thanasack	Centennial HS	Ajallah Toure	Kent State University
Shannon Flaum-Horvath	Independence HS	Kellen Horvath	The Ohio State University	Chiquita Toure	Columbus Africentric ECHS	Owen Vermilion	The Ohio State University
Lisa Huffman	OT/PT	Andrew Huffman	University of Notre Dame	Christina Vermilion	Columbus Gifted Acad.	Emma Wanat	Ohio University
Gerard Iquina	Whetstone HS	Dominic Iquina	University of Cincinnati	Jennifer Wanat	Sherwood MS	Jacob White	University of Cincinnati
Dorothy Spencer-Keane	Hudson Dist. Ctr.	Spencer Keane	University of Cincinnati	Janice White	Oakmond ES	Caleb Williams	Columbus College of Arts & Design
				Wendy Williams	Beatty Park ES		

Congratulations to our Endorsed Winners

The votes are in! Your Union would like to offer congratulations to our endorsed winners:

Franklin County Municipal Court: Jessica G. D’Varga, Ajmeri Hoque and Jodi Thomas

Columbus City Council: Chris Wyche and Rob Dorans

Columbus City Schools Board of Education: Patrick Katzenmeyer and Antoinette Miranda

Pickerington Local School District Board of Education: Brooke LaGrasso

Additionally, your Union endorsed the following winning issues: **#1 Franklin County ADAMH, #2 Franklin County Renewal, #5 Safety, Heath and Infrastructure, #6 Recreation and Parks, #7 Public Service, #8 Neighborhood Development, #9 Public Utilities, Olentangy SD Bond and #39 Westerville Proposed Income Tax.**



Thank You Canvassers

Your Association would like to thank the following members who spent time volunteering at one or both of the CEA-sponsored canvasses in October, helping voters understand the importance of voting for friends of public education. An asterisk denotes members who volunteered for both canvass dates:

Rita Atlagovich* (Ft. Hayes CC), **Lori Barton** (Avondale ES), **Tabetha Baumann** (Elem. Music), **John Coneglio*** (CEA Office), **Joe Decker** (Mifflin MS), **Michelle Delzell** (East Linden ES), **Michelle Fosnaugh** (Wedgewood MS), **Kelsey Gray** (Independence HS), **Phil Hayes*** (CEA Office), **Jacquia Hearn** (Easthaven ES), **Regina Keyes*** (Columbus Downtown HS), **Christopher Monteiro** (Northland HS), and **Bonny Shiplet** (Johnson Park MS).

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/2025/11/Grievance-251110-13.pdf>.

Honoring Educators Who Served in the Armed Forces

Educators play an essential role in shaping the next generation, and those who have also served in the U.S. Armed Forces bring a distinctive depth of experience and perspective to their classrooms. As we celebrate these remarkable individuals, we honor their dual dedication—to both education and service to our nation.

Veteran educators exemplify qualities such as leadership, discipline, and resilience, inspiring their students to embody these same values. Their military service equips them to cultivate responsibility, respect, and teamwork within their classrooms, fostering strong communities of learning. Through their stories and life lessons, they offer students insight into perseverance and integrity in the face of challenge.

Today, we pause to recognize those who have proudly worn both the uniform of the armed forces and the title of “educator.” By honoring their contributions, we not only enhance our educational landscape but also strengthen the connection between military service and the teaching profession. In doing so, we ensure that the spirit of service continues to guide and inspire future generations of leaders.

CEA wants to recognize the veterans among our ranks:

Air Force:	David R. Mounts ★	Coast Guard:	Keith Beveridge ★
Army:	Tim Browning ★ Troy Weis ★	Marine Corps:	Jennifer Harvey ★
		Navy:	Alan Schmiedebusch ★ Wendy Williams ★



We salute our veterans and give them our deepest respect. *Thank you for your service.*

Grants for New Teachers

The Delta Kappa Gamma Society International promotes professional and personal growth of women educators and excellence in education. Each year, Gamma Chapter, one of the local chapters in the Central Ohio area, provides grants to new teachers to buy materials and supplies for their classrooms. These grants are given in the form of gift certificates to the recipients. To complete the application form, interested teachers should go to <https://bit.ly/dkgfirstyear25>. If you have any questions, please contact Tia Tyler at gammaohiodkg@gmail.com. Completed grant applications must be received by Jan. 5, 2026. Recipients will be notified by Jan. 17, 2026.

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, 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.



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/](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.

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>.

Congratulations to Mini Grant Awardees!

The CEA Foundation Mini Grant Committee is pleased to report another successful year of supporting innovative and transformative projects led by our dedicated members across the district. Our mission “to empower CEA members, in good standing, to design and implement innovative opportunities that will ultimately lead to higher achievement for all students” remains at the heart of the meaningful work happening in our classrooms and departments every day.

This year’s recipients exemplify creativity, collaboration, and a deep commitment to student achievement. Their projects represent the spirit of innovation and excellence that defines our community of educators.

Please join us in celebrating these outstanding educators for their passion, ingenuity, and dedication to providing exceptional learning experiences for all students.

Together, we continue to advance our shared mission — inspiring excellence and empowering educators to make a lasting impact.

STEAM/STEM		Cynthia Lacey-Hester	Binns ES
Beth Eshelman	Binns ES	Wanda Presberry	Columbus Downtown HS
Gerald Holmes	Northland HS	Julia Romano	South HS
Melissa Hohenberger	Shady Lane & Eastgate ES	Kate Medwid	Whetstone HS
Teresa Rollins	Cedarwood ES	Madeline Jobrack	North Linden ES
Tabitha Huey	Avalon ES	Joi Rucker	Stewart ES
Early Educators		Nina Young	Cols City Prep. School for Girls
Lisa Scott	Devonshire Elementary School	Stephanie Jones	Watkins ES
Allison Martz	South Mifflin STEM Academy	Janaya Foster	Berwick Alt. ES
Megan Jewell	Eakin Elementary	Stacy Went	Cranbrook ES/Winterset ES
Chelsea Luk	Wedgewood Middle School	Allison Brooks	Cols. City Prep. School for Girls
Gina Nordstrom	Parkmoor, South Mifflin STEM, East Linden ES, Siebert ES, South HS, Johnson Park MS, Linden Park ECE	Michelle Cappetta	Cols. City Prep. School for Girls
Christopher Monteiro	Northland HS	Rachel Oberman	Lindbergh ES/Indianola Informal
Zachary Traxler	Fort Hayes CC	Jennifer Harvey	Easthaven ES
Kaleb Jones	Berwick Alternative	Latsavay Payne	Salem ES
Maria Di Meglio	Alpine ES/Devonshire ES	Amy Seidle	Siebert ES
Megan Lemon	Shady Lane ES/ Speech Therapy Dept	Laura Gattshall	Olde Orchard
Stephen Takacs	Fort Hayes CC	Yasmeen Mallory	Moler ES
Alexis Faber	Columbus Online Acad., Woodward Park MS	Angela Staten	Woodward Park @ Walden
Robyn Robinson	Easthaven ES	Tyrell Reggins	Columbus Africentric Early College
Rayshawn Young	Easthaven ES	Kali Ihrig	Scottwood ES
Jacob Chasnoff	South HS 7-12	Rachel Rowen	Indianola Informal K-8
Taylor Hardy	Beatty Park & Trevitt ESs	Holly Ekkens	Colerain ES
Lucy Farr	Binns ES	Lisa Brandt	Columbus Int’l HS
General		Miranda Walker	Huy Elementary
Tina Cegala	Ridgeview MS	Ashlee Fielding	Briggs HS
		Christina Schetter	Windsor STEM Acad. & Beatty Park ES
		Linda Willis	Oakland Park Alt. ES

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.

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.



Get your W-2 more efficiently when you choose electronic delivery in just 4 easy steps!

1: Log into ESS 2: Click on Personal Information
3: Tax Delivery Options 4: Self Service Only

To get more information, go to: bit.ly/4hLeNLB.

Deadline to enroll in paperless for 2025 is December 19, 2025!

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: Kellie Wilburn, Eastmoor Acad. 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 .
The Linden-McKinley Marching Band, also known as TUMMP, has been invited to perform in the vibrant Mardi Gras parades in New Orleans, LA. This is an incredible opportunity for LMHS students to showcase their talent on a national stage. Consider donating to their GoFundMe: https://www.gofundme.com/f/support-tummps-journey-to-new-orleans
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 .