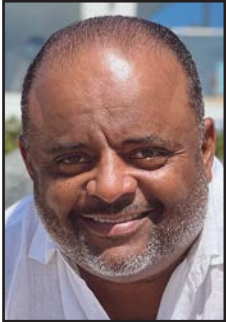


MLK Speaker Announced

Get ready for an inspiring evening of recognition and remembrance. This year, at our annual Dr. Martin Luther King, Jr. Awards Dinner, we feature keynote speaker Roland Martin. Martin is a nationally syndicated columnist with Creators Syndicate, and was a senior analyst for the “Tom Joyner Morning Show.” He is the author of three books: *Listening to the Spirit Within: 50 Perspectives on Faith*; *Speak, Brother! A Black Man’s View of America*, and *The First: President Barack Obama’s Road to the White House* as originally reported by Roland S. Martin. Martin is the former executive editor/general manager of the *Chicago Defender*, the nation’s most historic Black newspaper. He is a 1987 graduate of Jack Yates High School-Magnet School of Communications, and a 1991 graduate of Texas A&M University, where he earned a Bachelor of Science Degree in Journalism. In May 2008, Martin received a Master’s Degree in Christian Communications from Louisiana Baptist University.



Roland S. Martin

The Annual Dr. Martin Luther King, Jr. Awards Dinner is set for Thursday, Jan. 15, 2026, at the Hyatt Regency Columbus. During the evening we honor the memory of Dr. King, and we also present awards to individuals who exemplify the spirit of his work. This event is always well attended so make sure you purchase your tickets early. Tickets are \$75 each with tables of eight at \$600. Contact CEA to reserve a seat.

Dear Columbus Education Association Members,

I want to extend my heartfelt thanks to you and the Columbus Education Association for your incredible support during my campaign for the Columbus City School Board. Your endorsement, financial support, and canvassing efforts made an extraordinary difference.

Because of your commitment, we were able to reach more voters, share our vision for strong public schools, and run a campaign that truly reflected the values of our educators and community. I am deeply grateful for the time, energy, and resources you invested in helping us run a meaningful and competitive race.

Thank you for all you do to uplift our schools, our teachers, and our students. It was an honor to have your partnership, and I look forward to continuing the work to strengthen public education in Columbus.



With deep appreciation,
 Janeece Keyes, 2025 Candidate for Columbus City School Board - CEA endorsed

Know the Contract: Covering a Colleague’s Class

Sometimes teachers are absent from the classroom and there is no sub to teach that day. Section 209.04 of our contract addresses this situation. In elementary schools, when a member of the bargaining unit is absent for one half a school day or more and no substitute is available, the absent teacher’s assignment shall be divided among the teaching staff.

In middle and high schools, the assignment shall be rotated among the teaching staff. Middle and high school teachers can be assigned to cover the class of an absent colleague during their conference period or their duty period. Only coverage during a teachers’ conference period is paid.

Your Union has been receiving reports of administrators “thinking outside of the box” and coming up with new and innovative ways to violate the Master Agreement with regards to class coverage. This includes, but is not limited to:

- Elementary administrators assigning an entire class to one teacher instead of dividing it up among the teaching staff.
- MS/HS administrators assigning a teacher to supervise multiple classes that have been combined into a “super class” during their conference or duty period.
- MS/HS administrators assigning a teacher to supervise one or more classes during one of their teaching sections instead of their conference or duty period.

If your administrator asks or assigns you class coverage in violation of the Master Agreement, please speak with your Faculty Representative or call the CEA office immediately at (614) 253-4731.



Report of Special Election 2025 CEA Elections Results:

Total Ballots: District 2: 281 District 4: 245

CEA District 2 Governor:	Ashley Green	176	Garrett Merle	105
CEA District 4 Governor:	Ryan Swartz	185	Jamel Ammons	60
CEA District 7 Governor:	Heather Barnett	(Won by acclamation)		

Ballot count by Elections Committee: Nov. 12, 2025 - Jeff Corbin, Brittany Pierce, Christy Burchfield, and Shirley Cannon.
 OEA Mark Allison scanned ballots.
 Buildings invalidated due to certification and seal: CAHS, and Ft. Hayes CC.

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.ceaohio.org/wp-content/uploads/2025/11/Grievance-251117-14.pdf>.

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.



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, 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.

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>.

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.

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](https://www.ccschools.org/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>



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

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

move together

FREE MONTHLY FUN RUN/WALK EVENT



**PRIZES
GIVEAWAYS
SNACKS &
MORE!**



19 Nov, 2025
5:00 PM - 6:15 PM



West High School
179 S Powell Ave.

WHILE WE WALK, WE'RE ALSO GIVING BACK

We're collecting donations to support CCS students and families in need this season. Requested items include:

- **Non-perishable food items** (boxed meals, canned goods, etc.)
- **Personal hygiene products** (toothpaste, soap, deodorant, shampoo, etc.)

Register at www.move-together-columbus.com



HEALTHY BODIES
ACTIVE MINDS
COLUMBUS CITY SCHOOLS



BROOKS



Miles For Justice