

An Important Message From CEA President John Coneglio

Dear CEA Members:

On Monday, Nov. 17, your Union met with Dr. Chapman, Labor Management and Employee Relations (LMER), and other CCS Administrative Cabinet members for an initial meeting required by Article 704 of our *Master Agreement* when any reductions in personnel are proposed.

Who showed up, and who didn't.

The purpose of this meeting, codified in our *Master Agreement*, is: "When a proposed reduction in personnel is due to demonstrable financial reasons, a meeting will be scheduled consistent with Article 108.02 for the purposes of discussing the reasons and reviewing relevant financial documents." With financial documents being the focus of the meeting, CEA requested that Board Treasurer Ryan Cook be present for the discussion. Roughly two hours before the meeting, The LMER Director called CEA to inform us that Mr. Cook would not be available for the meeting. CEA made it absolutely clear that we do not consider our Article 704 contractual requirements met until we are able to speak with the treasurer directly.

What we learned.

At last week's Board of Education Committee meeting, Dr. Chapman responded to a Board Request to bring \$50 million in personnel cuts to the Board for consideration. The resulting proposal included 54 administration positions, 116 classified positions, and 275 positions within the CEA bargaining unit. Dr. Chapman reiterated repeatedly that this is a "worst case scenario" option. Her expectation is that the Board of Education will approve school consolidation plans and non-personnel cuts that will greatly reduce the number of affected positions.

When pushed to provide specifics regarding which CEA positions would be affected in this "worst case scenario", the district listed nearly every position included in their recent "levy promise;" TOSAs, ECE teachers, Social Workers, Counselors, Building Substitutes, Attendance Specialists, and Vulnerable Youth Liaisons.

What is the timeline for decisions to be made?

According to the Superintendent, the intent of the Board is as follows: During the first December Board meeting, the Board will vote on non-personnel cuts. These cuts will determine how many position cuts are necessary. At this point, the Administration will recommend which specific positions should be cut. A vote on these recommendations is expected in January, with the cuts effective with the start of the 2026–2027 school year.

How did CEA respond?

It is clear to CEA that these decisions are being rushed by the Board so that newly-elected Board members do not have a chance to weigh in. CEA's priority is to protect the careers of CEA members. Again, there is an important distinction that needs to be made between cutting positions and cutting people. We have no reason to believe that we will be able to retain every current CEA bargaining unit position for the 2026–2027 school year. Our goal is to limit the impact of these position cuts on CEA members.

Accordingly, your Union will fight hard to limit the number of CEA bargaining unit position cuts and cut from the top instead, and to accomplish the maximum possible number of bargaining unit position cuts through attrition (retirements, resignations, and existing vacancies). We will also work to ensure that the newly-elected School Board members, including the two CEA-endorsed members, have a chance to weigh in on these decisions. Finally, CEA and the Board both committed to exploring other options for reducing any potential layoffs.

What can CEA members do now?

CEA is working with our allies in the Columbus Education Justice Coalition, pushing our School Board to pass a new budget shortfall policy which would provide much greater transparency and stakeholder input instead of doing the bare minimum to solicit feedback (with the decisions already made behind closed doors).

We are asking each CEA member to read the policy and sign the public petition to support its adoption by the School Board prior to making cuts: <http://bit.ly/4qYj56l>.

We will continue to communicate regularly, and continue to ask all CEA members to take action to support our community any impacted members of our Union family.

In Solidarity,



John Coneglio

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.ccaohio.org/wp-content/uploads/2025/11/Grievance-251201-15.pdf>.

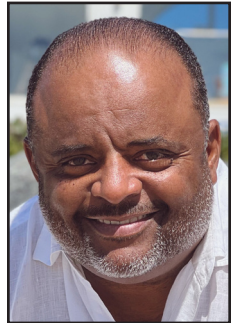
Nominations for MLK Banquet Awards are available for download

MLK Awards Nominations Open: Nominations are now open for the two awards given at the Annual Dr. Martin Luther King, Jr. Awards Dinner. The Dr. Martin Luther King, Jr. Humanitarian Awards is given for distinguished service in the community in the areas of education, social justice, or human and civil rights. The Helen Jenkins Davis Award. Named after the first Black teacher hired by the Columbus City Schools. It is awarded to a Columbus teacher who has worked to promote social justice, diversity, and human rights. Nominations will be accepted from community members, including students, parents, businesspersons, teachers and public officials. To download a nomination form, go to <https://bit.ly/ceamlkforms>.

Nominations must be submitted to the CEA Office by 4:30 p.m., Friday, Dec. 5, 2025, and should be sent to: CEA MIP Committee 929 East Broad Street Columbus, OH 43205 Fax (614) 253-0465 or email Dorothy Wilson at dwilson@ccaohio.org.

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.

Want to Get Out of Your Three-Year Commitment and Be Somewhere Different Next School Year?

Your Union knows that from time-to-time issues arise at your current assignment, especially during your three-year commitment. Sometimes bargaining unit members experience strong philosophical differences with the program(s) within their current assignment. Other times, they experience health and/or safety issues within their current assignment. Bargaining unit members that believe their skills would be best utilized in another assignment within the district have the opportunity to request a voluntary staff reduction from Human Resources. Two reasons can be cited to request a voluntary staff reduction: philosophical differences or health and safety concerns. Individuals who are interested in requesting a voluntary staff reduction must submit their request in writing to HR.

Any full-time contract bargaining unit member can request a voluntary staff reduction. You are not required to inform your administrator, or to ask their permission, to seek a voluntary staff reduction. Additionally, administrators should not ask bargaining unit members if they are seeking a voluntary staff reduction, nor will written requests be shared with administrators. Keep in mind that requesting a voluntary staff reduction is just that—a request. Ultimately it is the decision of HR whether or not to grant each bargaining unit member's voluntary staff reduction request. The deadline for teachers to submit their request for a voluntary staff reduction is Monday, Jan. 12.

Involuntary staff reduction request will be via a Google form; CEA will send the link to members once it has been created. Individuals requesting a voluntary staff reduction must provide specific reasons for making the request; simply writing that you want a voluntary staff reduction is not enough. Additionally, you are not required to provide your administrator with a copy of your staff reduction request, nor are you required to notify them of your request. Members who submit a request for a voluntary staff reduction will be notified of their outcome by HR in late January or early February.

Looking for a Job Share?

Job sharing provides a way for teachers who wish to continue their employment with Columbus City Schools in less than a full-time capacity. Most job shares are a 50/50 split, but other arrangements can take place.

If you would like to job share with another bargaining-unit member, each partner must complete their own job-share packet. The documents must be signed by both job-share partners, as well as the principal or supervisor where the job share is to occur. Once the job-sharing request is approved, the job share cannot be dissolved unless all parties agree (teachers, principals or supervisors, and HR). To download the job-share packet for the 2026–2027 school year, go to: <https://bit.ly/3LRkdbW>.

CEA will compile a list of bargaining-unit members who are looking for job-share partners. To add your name to the list, go to <https://bit.ly/jobshare2627> and fill out the online form. Even if you submitted your name last year, complete the online form again this year. Submit the completed form no later than 11:59 p.m., Thursday, Dec. 19. On Friday, Dec. 20, a list of potential job-share partners will be emailed to each applicant completing the online form to assist in finding a job-share partner. Each partner's completed job-share packet is due to CCS Human Resources, no later than Monday, Jan. 12, 5 p.m. If you have further questions about job sharing, contact Cindy Love at (614) 253-4731. If you are planning to job share and to carry insurance through CCS, the rate you will pay will be significantly higher than what you would pay as a full-time teacher. Contact CCS Human Resources Benefits Department to determine your cost.

Calendar Survey Coming

On Friday, Dec. 5, members will receive an email containing a link to an online survey that will determine our preferences for the 2026–2027 and 2027–2028 school calendars. The survey link will be sent to members’ personal email addresses. The survey will close at 11:59 p.m., Thursday, Dec. 18. If you did not receive the email with the survey link and you wish to complete the electronic version of the survey, send a message with your personal email address to tellcea@ceaohio.org. Your participation in the calendar survey is very important. Take this opportunity for your voice to be heard.

CALENDAR SURVEY

We Need To Hear From You!

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.

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, contact the CEA Office.

GO

PAPERLESS

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 in need of donated days: Kellie Wilburn , Eastmoor Acad. HS; Linda Hulteen , Displaced; and Roxanne Beard , South 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