

In Memoriam: A CCS Community Vigil

3700 S. High St, Columbus, OH 43207

December 16, 2025 @ 6 p.m.

Attire: **All Black**

On December 2, 2026, the Columbus City Schools Board of Education cast votes that will leave lasting scars on our students, families, educators, and neighborhoods by closing four more schools, cutting staff and programs, and discontinuing bussing for more than 2,000 children.

Please join us in solidarity to mourn the loss of support systems our children rely on every single day—not just buildings or budgets, but the safety, stability, creativity, and community our schools sustain.

RIP:

Broadleigh Elementary, 1952–2026

Buckeye Middle School, 1964–2026

Como Elementary, 1956–2027

Fairwood Alternative Elementary, 1924–2026

Moler Elementary, 1963–2026

Displaced & Unhoused:

Columbus Alternative High School, 1978–?

Columbus Gifted Academy, 2015–?

Duxberry Park Arts Elementary, 1959–?

West Broad Elementary, 1910–?

On December 16th, we gather to honor what we've lost and to show that our fight for equitable, fully resourced public schools is far from over. Let's embody the collective power we hold when we rise together.

We come to remember.

We come to resist.

We come to demand better for Columbus.

Show up in black. Show up in solidarity. Show up for our students and our city. These are our communities, our schools, and our childrens' and neighborhoods' futures.

Registration: <https://bit.ly/1216CCSVigil>



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/2025/12/Grievance-251208-16.pdf>.

Losing One of Our Own

We regret to inform you that the Columbus Education Association and Columbus City Schools has lost one of our own. Elementary teacher **Linda Hulteen (Winterset ES)** passed away last week. Our hearts and thoughts go out to her family and her colleagues.

Is Your License Expiring?

If your license from ODE is expiring June 30, 2026, and you have a limited employment contract, you must complete the required coursework or CEUs necessary for renewal and apply before May 11 to be licensed by ODE for the 2026–2027 school year. If you have a continuing contract, you have through June to complete your coursework and submit your application. Failure to renew your license may result in suspension of pay and initiation of termination/non-renewal proceedings.

In addition to the online application, you will need to complete a background check if it has been 5 years. If you have questions about the date of your last background check, or you don't plan to renew your license, contact Leslie Butler, Human Resources, Teacher Licensure, at license@columbus.k12.oh.us. Contact Leslie about questions concerning CEUs or the license renewal process at LPDC@columbus.k12.oh.us.



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.

To apply for a Voluntary Staff Reduction, go to <https://bit.ly/48u3hjj>. 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.

Article 211 Training: Monday, Jan. 12, ONLY

Article 211 Training for Senior Faculty Representatives and building principals/supervisors will be held on **Monday, Jan. 12, only**. The schedule is as follows: Monday, Jan. 12, 10–11 a.m. (All Regions), Monday, Jan. 12, 1–2 p.m. (Departments). The training will be via Zoom. Building principals/supervisors and CEA Senior Faculty Representatives are required to attend the 211 training. Building principals are responsible for providing classroom coverage so that the Senior Faculty Representatives can attend. If school is canceled due to inclement weather, the affected trainings will be rescheduled.

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.

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.



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.

Special Notes
CEA Spring Elections There will be an election for the following CEA offices and positions: President; Vice President; Governors for Districts 1, 4, 5, 10, and Minority-at-Large; 2026 NEA Delegates; Local Delegates; 2026 NEA State-At-Large Delegates*; and 2026–2027 OEA Delegates. Declaration Forms will be available on Monday, Jan. 5, and are due at the CEA office no later than 4:30 p.m. on Friday, Feb. 6. Voting will begin on Tuesday, Feb. 24, and will end on Tuesday, Mar. 10. Ballots will be collected and tallied by the Elections Committee on Wednesday, Mar. 11. Contact Brittany Pierce, CEA Elections Chair, at (440) 225-2631 with questions. * NEA State-at-Large Declaration Forms must be submitted to William Baird at OEA by January 31, 2026.
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 members have been approved for Catastrophic Leave and are in need of donated days: Kellie Wilburn , Eastmoor Acad. HS; 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 at: https://www.gofundme.com/f/support-tummps-journey-to-new-orleans
CEA Members: If you are not receiving electronic communications from CEA, email telcea@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 .
CEA Needs Your Personal Contact Info: Update your personal (non-CCS) email address and your cell phone number so CEA can communicate important information to you. CEA needs to communicate critical information to you quickly, and that is not always the <i>Voice</i> . If you are not receiving messages from CEA, send an email with your contact information to membership@ceaohio.org .



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!