

## CALENDAR SURVEY RESULTS

The survey results for the 2026–2027 and 2027–2028 school years are complete. We want to thank the nearly 2,000 CEA members for participating. Your Association presented your calendar preferences to the administration on Friday, Dec. 19. Per state law, the school board will hold a public hearing at least 30 days before adopting the calendar.

Here are your preferences for the 2026–2027 and 2027–2028 school years:

### 2026–2027

Teachers Report: Monday, August 17  
Fall Break: Monday, Nov. 23 and Tuesday, Nov. 24  
Winter Break: Monday, Dec. 21, to Sunday, January 3  
Spring Break: Friday, March 26 to Friday, April 2  
Last Day: Friday, May 28

### 2027–2028

Teachers Report: Wednesday, August 18  
Fall Break: Monday, Nov. 22 and Tuesday Nov. 23  
Winter Break: Monday, Dec. 20, to Sunday, January 2  
Spring Break: Friday, April 14, to Friday, April 21  
Last Day: Tuesday, May 30

### Voting Results: 2026–2027

Monday, August 17, to Friday, May 28	743	(40.1%)
Wednesday, August 19, to Tuesday, June 1	689	(37.1%)
Monday, August 24, to Friday, June 4	421	(22.7%)
Monday, December 21, to Sunday, January 3	1,524	(82.2%)
Wednesday, December 23 to Tuesday, January 5	329	(17.7%)
Friday, March 12, to Friday, March 19	254	(13.7%)
Monday, March 22, to Monday, March 29	377	(20.3%)
Friday, March 26 to Friday, April 2	1,222	(65.9%)

### Voting Results 2027–2028

Monday, August 16, to Friday, May 26	485	(26.7%)
Wednesday, August 18, to Tuesday, May 30	762	(42%)
Monday, August 23, to Friday, June 2	567	(31.2%)
Monday, December 20, to Sunday, January 2	1,161	(64%)
Wednesday, December 22 to Tuesday, January 4	653	(36%)
Friday, March 10, to Friday, March 17	401	(22.1%)
Monday, April 10, to Monday, April 17	593	(32.6%)
Friday, April 14, to Friday, April 21	820	(45.2%)

### Super Severance: Good Attendance Pays Off For Retirees

If you want enhanced (aka: super severance) pay, our contract requires members to notify the district of retirement intentions by Feb. 1 of their retirement year. You will receive pay for 50% of your personal leave days, regardless of when you notify CCS, but notifying the district by Feb. 1 means you receive more for your unused sick leave. Article 810 of the *CEA Master Agreement* defines how severance pay is granted. To estimate the amount of your severance pay, access Employee Self Service and use the severance pay estimator. You will need your latest pay stub to obtain the necessary information.

Notifications of **retirement** are being accepted in electronic format only. Go to <https://forms.gle/qpv9t4EQAZSnpTY56> to submit your **notice of retirement**. The example below represents a retiring teacher with a yearly salary of \$115,475 (Master's at Step 31) with a daily rate of \$592.18, 410 sick leave days and 30 personal leave days.

You would receive \$31,809.45 more when notifying the District of your intent to retire by Feb. 1.

Notification by Feb. 1 * 2026	Notification after Feb. 1 *
Sick Leave	Sick Leave
Rate	Rate
1st 100 days x 25% x \$592.18 =	410 days x 20% x \$592.18 =
2nd 100 days x 30% x 592.18 =	17,765.40
3rd 100 days x 35% x 592.18 =	20,726.30
4th 100 days x 40% x 592.18 =	23,687.20
10 days x 45% x 592.18 =	2,664.81
+ Personal Leave	+ Personal Leave
Rate	Rate
30 days x 50% x \$592.18 =	30 days x 50% x \$592.18 =
\$8,882.70	\$8,882.70
Total	Total
<b>\$88,530.91</b>	<b>\$57,441.46</b>

\*This example is for illustration purposes only and is not intended for use as an official calculation.

## 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.ceaoio.org/wp-content/uploads/2025/12/Grievance-260105-18.pdf>.

## Join Us for the 45th Annual MLK Awards Dinner

CEA is pleased to announce this year's Dr. Martin Luther King, Jr. award winners. **Kerry Charles** will receive the **Dr. Martin Luther King, Jr. Humanitarian Award**. It is given for distinguished service in the community in the areas of education, social justice, or human and civil rights. **Benita Wright Smith** will receive the **Helen Jenkins Davis Award**. Named after the first Black teacher hired by Columbus City Schools, it is awarded to a Columbus teacher who has worked to promote social justice, diversity, and human rights.

The keynote speaker is Roland S. Martin, a nationally syndicated columnist with Creators Syndicate and previously a senior analyst for the "Tom Joyner Morning Show." The social hour starts at 6 p.m. with dinner following at 7 p.m. The 45th Annual Dr. Martin Luther King, Jr. Awards Dinner is set for Thursday, Jan. 15, in the Battelle North Ballroom at the Columbus Convention Center (400 N. High St.). Call CEA for tickets at (614) 253-4731. We are now able to accept credit cards as a form of payment for this event.



**Kerry Charles**



**Benita Wright Smith**

**Correction:** The **17th Avenue Service Center** was in attendance for the **December 4 CEA Legislative Assembly**. We apologize for this error.

## 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.

## 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/48u3hj>. 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.

## 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.

## 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](mailto:gammaohiodkg@gmail.com). Completed grant applications must be received by Jan. 5, 2026. Recipients will be notified by Jan. 17, 2026.

## 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](mailto:license@columbus.k12.oh.us). Contact Leslie about questions concerning CEUs or the license renewal process at [LPDC@columbus.k12.oh.us](mailto:LPDC@columbus.k12.oh.us).



## Special Notes

**Transplant Needed for CEA Member: Robyn Chernack**, Intervention Specialist at **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](https://bit.ly/40y23zn).

**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.

**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: **Roxanne Beard**, South HS; and **Jeanne Collins**, Woodcrest ES. 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](mailto:leavesofabsence@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 [tellcea@ceaohipo.org](mailto:tellcea@ceaohipo.org) with your name and non-CCS email address. This issue can usually be resolved quickly.