

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 | Per Diem | Amount | | Rate | Per Diem | Amount | |
| 1st 100 days | x 25% | x \$592.18 = | \$14,804.50 | 410 days | x 20% | x \$592.18 = | 48,558.76 |
| 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 | Per Diem | Amount | | Rate | Per Diem | Amount | |
| 30 days | x 50% | x \$592.18 = | \$8,882.70 | 30 days | x 50% | x \$592.18 = | \$8,882.70 |
| Total | | | | Total | | | |
| \$88,530.91 | | | | \$57,441.46 | | | |

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

Join Us for the 45th Annual Dr. Martin Luther King, Jr. 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 the 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 was 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

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.

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.

The reopening of negotiations will begin Mar. 15, 2026. The CEA Master Agreement is set to expire in fewer than 957 days.

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.ceaohip.org/wp-content/uploads/2025/12/Grievance-260112-19.pdf>.

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.

Article 211 Calendar

Calendar to coordinate Article 211 activities with the district stakeholders for the 2026–2027 School Year's needs. All communication regarding the Article 211 process should utilize the Article 211 email at article211@columbus.k12.oh.us.

January

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| Monday | 1/12/2026 | Deadline for Job Share Packets & Requests for Voluntary Staff Reduction based on "Philosophical Difference or Health and Safety" due (electronically) to Talent Department by 5 p.m. |
| Monday | 1/12/2026 | Article 211 Training for Principals/Supervisors/Faculty Representative (Mandatory) Location: Virtual via Zoom 10–11 a.m. (All Regions) 1–2 p.m. (Departments) |
| Tuesday | 1/20/2026 | Special bid round for staff reduced teachers at closing schools (Broadleigh, Moler, and Fairwood) |
| Wednesday | 1/28/2026 | Deadline to provide written notification to staff of reorganizations & staff reductions (Please ensure written notification) *Future reorganizations may be necessary due to vacancies that occur* |
| Friday | 1/30/2026 | Alternative Interview Panel Due to CEA |

February

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| Tuesday | 2/3/2026 | Round 1 Postings OPEN [All known openings] by 2 p.m. |
| Thursday | 2/5/2026 | Round 1 Postings CLOSE Applications no longer accepted after 6 p.m. |
| Friday | 2/6/2026 | Round 1 Interviews OPEN – Interviews conducted by Zoom Only [All known openings] (Building Substitutes with an ODE license & Full and Part Time Hourly teachers are eligible for this round; special education teachers that selected a "guaranteed" position during bidding are not eligible) Interview Times are as follows: <ul style="list-style-type: none">Elementary & K–8: After 3:30 p.m.Middle & High Schools: After 2:30 p.m. |
| Thursday | 2/12/2026 | Round 1 Interviews CLOSE Interviews end at 6 p.m. Offers begin at 6 p.m. Selection Agreement Forms & Rosters sent by Talent Department to Principals (electronically) by 12 p.m. |
| Monday | 2/23/2026 | Round 2 Postings OPEN [All known openings] by 2 p.m. |
| Thursday | 2/26/2026 | Round 2 Postings CLOSE (End of Quarter – Traditional SY Calendar) Applications no longer accepted after 6 p.m. |
| Friday | 2/27/2026 | Round 2 Interviews OPEN – Interviews conducted by Zoom Only - [All known openings] (Building Substitutes with an ODE license & Full and Part-Time Hourly teachers are eligible for this round; special education teachers that selected a "guaranteed" position during bidding are not eligible) Schools and Departments. Interview Times are as follows: <ul style="list-style-type: none">Elementary & K–8: After 3:30 p.m.Middle & High Schools: After 2:30 p.m. **No Interviews to be scheduled on Mar. 5 due to CEA Legislative Assembly. |

March

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| Friday | 3/6/2026 | Round 2 Interviews CLOSE Interviews end at 6 p.m. Offers begin at 6 p.m. Selection Agreement Forms and Rosters sent by HR (electronically) to Principals by 12 p.m. |
| Wednesday | 3/18/2026 | Job Fair – 4:30 p.m. (via Zoom) |

Know Your Contract: Grievances

Sometimes over the course of the school year, problems may arise concerning the alleged violation, misinterpretation or misapplication of the provisions of the *Master Agreement*. The grievance process, contained in Article 110 of the *Master Agreement*, provides for a method for your Union to enforce the contract as it was negotiated between both parties.

Informal Settlement: If you believe an administrator has violated, misinterpreted or misapplied the contract, the first step in the grievance process is to bring it to the administrator's attention informally. This can take a variety of forms, but your Union suggests a one-on-one meeting with the administrator or a submitted concern to your building/unit's Association Building Committee. In such a meeting, the bargaining unit members involved in the concern should advise the administrator of the section (or sections) of the contract which relate to the problem. If the concern is unable to be resolved informally in this setting, a formal grievance may be filed at Step 1.

Step 1: Within 10 school days of the occurrence of the incident, a grievance form is filled by the Union and signed by the aggrieved bargaining unit members. A meeting must occur with the administrator and the grievants within four school days after the grievance is filed at Step 1. This meeting shall be held outside of normal teaching hours so that the grievants can be present. Once the meeting is held, the administrator is required to notify the grievants in writing on the form of their decision. Please note that the timelines within this process can be altered by mutual agreement of both parties.

Step 2: If the grievants are not satisfied with the decision concerning the grievance at Step 1, the grievants may, within four school days of receipt of the decision forward the grievance to the Director of Labor Management and Employee Relations. A hearing shall be scheduled within ten school days of the receipt of the grievance, and such hearing shall be held outside the normal teaching hours of the grievants. Within five school days after the Step 2 hearing, the grievants shall be notified of the decision in writing.

Arbitration: If the grievants are not satisfied with the decision concerning the grievance at Step 2, the grievants may request that the Union send the grievance to arbitration. Should this step occur, the decision of the arbitrator is final and binding in respect to the interpretation, meaning or application of any provision of the Master Agreement. It is the sole decision of the CEA Board of Governors whether or not to advance a grievance to arbitration due to the fact that the loser of the arbitration pays for the entire cost of the arbitration process.

If you have questions about the grievance process, please consult Article 110 of the *Master Agreement* or call the CEA Office at (614) 253-4731.

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.

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.

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@ceaohipro.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.ceaohipro.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@ceaohipro.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.

