

Bargaining Priorities Survey Opens Monday, Jan. 26

On Monday, Jan. 26 around 4:30 p.m., CEA members will receive a link in their personal email for the online-only Bargaining Priorities Survey. This survey will close at 11:59 p.m. on Sunday, Feb. 8, 2026. If CEA does not have your home email address, you will not be able to complete the survey online. Contact CEA at tellcea@ceaohio.org if you do not receive the survey or if you have problems accessing the survey



Apply for a CEA Scholarship

Do you have a child graduating high school? Would you like some financial assistance with their college education? Consider applying for a CEA and CEA-R Scholarship. These competitive scholarships are a wonderful opportunity for our members' children to earn scholarship dollars toward college. Applications are due by 4 p.m., Friday, Mar. 20, 2026. You can download the application at <https://bit.ly/4sYfA0U>. The scholarship application must include a statement of the student's personal philosophy and goals and include two references: One from a current academic instructor with whom the student has studied during the past year and one from someone other than a relative. Applicants must be the children of a CEA or CEA-R members for their dependent(s) to be eligible. A teacher must:



- Be a current CEA or CEA-R member
- Have taught in Columbus City Schools for the four (4) years prior to applying for the scholarship unless the applicant taught for four (4) years prior to:
 - Going on an approved leave of absence
 - Going on an approved disability retirement
 - Retiring and maintaining membership in CEA-R Applicants must:
- Be the child of a CEA or CEA-R member.
- Be graduating high school seniors or students already enrolled in an undergraduate program at a college or university.
- Have a cumulative grade point average of 2.5 or above, which must be verified by an official high school or university transcript. Copies will not be accepted.
- Be a full-time student while enrolled in college.
- Include a copy of the Student Aid Report from FAFSA.
- Indicate all financial aid (other than student loans) which they expect to receive.

The Christa McAuliffe Memorial Scholarship is granted each year to a student majoring in education (unless no education applicants apply). This scholarship will be 1½ times the amount of any other scholarships awarded. Send completed applications to: **Columbus Education Association, Attn: Spring Scholarship, 929 E. Broad Street, Columbus, OH 43205.**

The Future Of Quality Points at Secondary

Quality points have been a point of contention since their adoption more than a decade ago. In the fall, your Union approached the District with the idea of revising Board Policy 5421 and eliminating quality points from the determination of a middle or high school students' grade. The District agreed with the idea, and a Joint Committee has been meeting since October of 2025. The members of the Joint Committee are Heidi Baxter, (World Language MS); Clarence Daniels, (Mifflin HS); Keith Emerick, (Berwick K-8); John Harrison, (Whetstone HS); and Phil Hayes, (CEA Office). Currently the Joint Committee is scheduled to finish its work in January. From there, the proposed policy goes to the Board's Policy and Governance Committee for approval later in the spring. Following approval at that meeting, the policy will go to the full Board for a vote. If approved by the Board, the new grading system would be in place for the 2026-2027 school year.

ICE Belongs in Your Coffee, not School-Join Your Community in Keeping Us Safe!

The Columbus Education Justice Coalition, our partners at Pint Size Protesters, and Defend & Recruit have been diligently working with grassroots organizations and neighbors across Columbus and Central Ohio, Chicago, and North Carolina to develop local neighborhood and school patrols in response to ICE presence in our communities.

We have developed neighborhood ICE Watch teams. Now we are building our school patrols. School patrols involve volunteers who have been trained in ICE Watch to surround schools and monitor the area for ICE activity. They notify the community in the event that ICE does show up. The main goal for school patrols are to keep targeted parents who are dropping off/picking up their kids safe AND to show kids and staff that they are not alone — we keep us safe!

School Coordinators will be connected with the lead organizers in their neighborhood patrol, as well as a chat for all school coordinators to check-in, discuss protocols and tactics, etc.

If your school building is interested in being connected to your neighborhood team, please reach out to Izetta Thomas at thomasi@ceaohio.org to be connected. We will make sure that you are trained, connected to your neighborhood team, and supported in every way.

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/2026/01/Grievance-260126-21.pdf>.

Article 211: Alternative Panels

The training for Article 211 is now complete. Each building should have established an Interview Panel. The *Master Agreement* defines the interview panel as the administrator, Senior Faculty Representative, one elected member of the Association Building Council and two parents/community members. However, buildings may convene an alternately constructed panel. To request an alternate interview panel, a request must be sent to 211cea@ccaohio.org. The request must be in writing, on school letterhead, signed by both the Senior FR and the administrator listing the names of all panel members, by Friday, Feb. 5.

Teaching/Assignment Preference

Have a particular teaching preference? Now is your chance to make your request for the 2026–2027 school year. Section 211.05 (B) of the Master Agreement allows classroom-based members to express their teaching assignment preferences in writing for the following school year to the building principal. The deadline is Feb. 1. There are no guarantees, but our agreement gives members this opportunity.

Additionally, Section 211.05 (C) of the Master Agreement provides for bargaining unit members who are not classroom based to express their preferences related to their assignments for the following year by submitting such preferences in writing to their department supervisors prior to February 1. There are no guarantees, but our agreement gives members this opportunity.

Meet The Candidates Nights

CEA will be hosting two in-person Meet the Candidate events for members to meet the candidates running for positions in the Spring Election. The meetings will take place on Thursday, Feb. 19, at **The Berwick Party House**, 3250 Refugee Rd. Columbus, OH 43232 beginning at 4:30 p.m. The second meeting will be held Wednesday, Feb. 25 at the **Plumbers & Pipefitters Union Hall**, 1250 Kinnear Rd, Columbus, OH 43232 beginning at 4:30 p.m. Members can select which meeting they would like to attend. All candidates running for a position should plan to attend both meetings.

Fee Waiver Application Window Opening

Summer 2026 Fee Waivers: The application period will open Jan. 26, 2026, and close Feb. 12, 11:59 p.m. Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. You will automatically be sent a confirmation email once your application is submitted. To complete the online application, Go to <http://bit.ly/2jhWSjd>. If you have Priority I or Priority II status, upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation. For assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines, go to <https://www.ccssoh.us/Page/4815>. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance. *Check you CCS email regularly for updates.*

Do You Have Your Continuing Contract?

It is that time of year where you can apply for a Continuing Contract. Bargaining unit members submit their Continuing Contract application using Google Forms only. Bargaining unit members will have to be logged into their CCS email account to utilize the online form. To utilize the online application process, go to <https://bit.ly/4jKUq22>.

All the eligibility requirements must be met to be considered. In accordance with *CEA Master Agreement*, Article 401.08, to be eligible to receive a continuing contract, you must have the following:

- A five-year professional license or a permanent certificate shall be on file in Human Resources. The certificate/license should be received in Human Resources on or before Mar. 6, 2026.
- At the conclusion of this school year, you must have completed three years of successful Columbus teaching experience within the last five years or if you previously had a continuing contract in Columbus or another Ohio district, you must have completed two successful years of Columbus experience. Under the new licensing standards, you must also meet the following coursework requirement:
 - If you hold a master's degree at the time of initially receiving a teacher's certificate/license, six (6) semester hours of graduate coursework in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
 - If you do not hold a master's degree at the time of initially receiving a teacher's certificate/license, thirty (30) semester hours of 300 level coursework or above in the area of licensure or in an area related to the teaching field since the initial issuance of such certificate or license is required.
 - If you believe that you will be completing the requirements making you eligible for a continuing teacher contract for the 2026–2027 school year, you must complete the online application and provide original transcripts. Only digital transcripts will be accepted and should be sent to transcripts@columbus.k12.oh.us.

The electronic form and original transcripts must be received no later than Mar. 6, 2026.

Questions regarding this information should be directed to Teacher Certification & Licensure at (614) 365-6680 or license@columbus.k12.oh.us. All applicants will receive an electronic confirmation. Applicants must check their email (spam or clutter folders) to ensure they receive the confirmation as additional information may be requested. Approvals, denials, or delay notices for the Continuing Contract applications will be sent via email by Mar. 31, 2026. *Note: Official transcripts must be emailed to license@columbus.k12.oh.us to verify if the transcripts on file are up to date.

Capital District RA and Elections

The **Capital District Spring Representative Assembly** (RA) will be held on Wednesday, Apr. 22, 2026, at **The Boat House**, 679 W. Long Street, Columbus, OH 43215. Registration begins at 4:30 p.m. and the RA starts at 5:30 p.m. Alternates are welcome to attend the RA. A key focal point of the Capital RA will be the Spring Elections for Capital District President and Vice President. CEA Members may declare their candidacy starting Jan. 20, 2026, through Friday Mar. 27, 2026. Voting will take place during the Capital RA on Apr. 22, 2026. Go to <https://bit.ly/4jNr4QM> to download a declaration form.



The Capital District seat on the Ohio Education Association Board of Directors is also up the deadline Jan. 30, 2026. Please get more information from William Baird at OEA. His email is baird@ohea.org. The seat will be voted on at the Capital RA.

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				\$88,530.91	Total				\$57,441.46

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

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.

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.

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: **Jeanne Collins**, Woodcrest ES; **Maria Flora**, Yorktown MS; and **Katrina Callaghan**, Northland 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.

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 are available on the CEA website and at the CEA office. Declaration Forms 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.

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 & 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.



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.ceao.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@ceao.org. Call CEA at (614) 253-4731 with questions.