

Reopener Negotiations Update

The CEA Large Bargaining Team met on Thursday, Feb. 12, 2026, to review results of the reopener negotiations survey and to narrow specific issue categories to be advanced to the bargaining table this spring. The two issue categories will make up CEA's formal proposals alongside compensation, which is a mandatory subject of reopener negotiations. The meeting discussion focused on which items would have the most potential to positively impact all CEA bargaining unit members, given the extremely limited number of items at the table during the reopener process.

Following this meeting, your elected CEA Board of Governors met to review recommendations from this discussion and vote on which two categories would be advanced. Based upon member survey results and subsequent work by the Large Bargaining Team to further narrow categories, the CEA Board of Governors unanimously voted to advance the Workday/Scheduling and Leaves categories to the Core Bargaining Team for the development of formal proposals and a bargaining platform.

Following the Core Bargaining Team's work, a bargaining platform will be shared at the March Legislative Assembly meeting and subsequently, to all CEA members. Please be on the lookout for actions to support this year's reopener campaign. Updates will be provided by email and by your Senior Faculty Representative (SFR). As always, please do not hesitate to reach out if you have any questions.

**Columbus
Education
Association**

cea™

**Master
Agreement
2025-2028**

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.

Stop. Think. Call CEA.

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think, and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says



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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.ceaohio.org/wp-content/uploads/2026/02/Grievance-260223-25.pdf>.

Continued from Page 1

you shouldn't or can't.

- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there.

You have the right to the representative of your choice, not your principal's choice. You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don't feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave
- Allegations of abuse
- Parental, student or community complaint

For more information about professional behavior, read Article 404 of the *CEA Master Agreement*.

Article 211: Alternative Panels Approved

The *Master Agreement* defines the interview panel as the principal, the Senior Faculty Representative, one elected member of the Association Building Council and two parents/members of the school community. However, as noted in the 211 Manual, buildings may request an alternately constructed panel. The following schools/units have requested and been approved for an alternate panel:

Alpine ES, Arts Impact MS, Beatty Park ES, Beechcroft HS, Briggs HS, Buckeye MS, Cedarwood Alt ES, Clinton ES, Cols Africentric EC, Cols Africentric EC, Cols City Prep Boys, Cols Prep School for Girls, Columbus Scioto, Duxberry Park ES, Early Childhood, East Columbus ES, Easthaven ES, Ft Hayes Career Ctr., Ft Hayes Metro Ed Ctr, Gables ES, Gifted Academy, Hiltonia MS, Independence HS, Innis ES, Leawood ES, Liberty ES, Linden-McKinley STEM, Marion-Franklin HS, Medina MS, Mifflin HS, Northgate Intermediate, Oakmont ES, Olde Orchard Alt ES, Parsons ES, Psychological Services, School Counselors, Scottwood ES, SELP, Shady Lane ES, Sherwood MS, South HS, Southland Ctr, Southwood ES, SPED TOSA Behavior Spcl, SPED TOSA VI Itenerant, Starling PreK-8, Watkins ES, Westmoor MS, Whetstone HS, Woodcrest ES, and Yorktown MS.

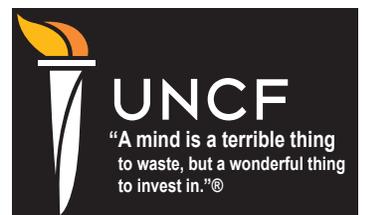
Candidates for OEA Delegate (2026–2027)

All members that submitted a declaration for OEA Delegate won by acclamation. Their names are as follows:

Roxanne Adams, Jamel C. Ammons, Mikasa Barton, Tabetha Baumann, Sandra Bopp, Lisa Brandt, Larry Carey, Courtney Co-man, Traci C. Cottrell, Omowale Crowder, Cassandra D. Daniels, Clarence Daniels Jr., Caitlynn Dauterman, Trenice Davidson, Carla Davis, Angel Dyer Sanchez, Margot Edge, Megan Flanagan, Marty Flood, Jr., Keith A. Emrick, Michelle Fosnaugh, Janaya Lynne Foster, Regina R. Fuentes, Heather Giles, Melissa Graham, Kelsey Gray, Jada Harper, Tai Hayden, Jacquia Hearn, Tracie L. Helmbrecht, Megan Hinz, Bronda Jackson, Traci L. Johnson, Christopher O. Kopp, Jennifer Kuhns, Jason Lewis, Cindy Love, Kim Maupin, Rebecca E. McGrath-Hinkle, Garrett M. Merle, Chris Monteiro, Teri Ann Mullins, Shannon Pinckney, Raylene Polchow, Lindsay Rice, Kevin Righter, Yvonne M. Roberson, Teresa Rollins, Rachel N. Rowen, Brittany Saunders, Denise Sizemore, Connie Workman, Cynthia Smithers, Annelise Taggart, Keturah Traina, Zacharey Traxler, Sheena Yanga, Ardelia L. Young, Dwayne Zimmerman, and Jennifer, Zutterling.

UNCF Helps Columbus Students

UNCF is the nation's largest and most effective minority education organization. UNCF plays a critical role in enabling more than 60,000 students each year to attend college. We are ready to begin our Columbus City Schools' UNCF Workplace Campaign. Fifty percent of every dollar raised is designated for scholarships for CCS students. Many of our students do not have the resources to consider higher education. Your donation is an investment in our children, our community, and our nation. Please be generous in your giving. This drive is very important, as we prepare our students for jobs in the global community. More than 60% of UNCF scholars are the first in their families to attend college and their successful education changes lives. Your investment can help break the cycle of poverty and despair in a family. The impact of your gift will be felt for generations to come. To make a donation, go to: <https://uncf.org/local-offices/columbus>.



Meet The Candidates Night

CEA will be hosting the final in-person **Meet the Candidate** event for members to meet the candidates running for positions in the Spring Election. The meeting will be held Wednesday, Feb. 25 at the **Plumbers & Pipefitters Union Hall**, 1250 Kinnear Rd, Columbus, OH beginning at 4:30 p.m. All candidates running for a position should plan to attend.

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.**

Article 211 Calendar: 2025–2026 (Feb. 11, 2026, Edition)

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 article211@columbus.k12.oh.us.

| February | | |
|------------------|------------------|--|
| Wednesday | 2/25/2026 | 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. |
| March | | |
| Thursday | 3/5/2026 | Round 2 Postings OPEN [All known openings] |
| Monday | 3/9/2026 | Round 2 Postings CLOSE – Applications no longer accepted after 6:00 p.m. |
| Tuesday | 3/10/2026 | 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: • • Elementary & K-8: After 3:30 p.m. • • Middle & High Schools: After 2:30 p.m. |
| Monday | 3/16/2026 | 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 | 3/25/2026 | Job Fair – 4:30 p.m. (3700 S. High Street) |

Every School a Community School...The Future of Columbus

The term “community schools” has become quite familiar in our membership over the past few years, but what do you really know and understand about community schools? Over the next few weeks, we’ll share some information on what a community school is, what it is not, and why we should all be fighting for them.

What in the world is a community school?

To be completely honest, community schools embody how education should function in a healthy democracy - they’re public schools (in CCS we call them Community Campus Schools, in Ohio they may often be called Community Learning Centers or CLCs) that provide services and support which fit each neighborhood’s needs. They are schools collaboratively organized by the people who know our children best - families, educators, community organizations, local governments, and the students themselves - all working together.

Community schools provide not only tremendous opportunities for learning and success for students, but they also offer hope, opportunity, and transformation to entire communities.

It would be easy to look at this and say, “don’t we already have schools like this?” or “we’re already doing that with [insert your favorite community organization here].” The truth is that strong schools have strong community partnerships. However, wrap-around services alone do not make our schools community schools. All of our schools have different levels of community engagement, family engagement, and resource—and not all of these differences are equitable and fair. When we say community schools, we’re talking about the full-service community school model. Your union specifically advocates for the NEA Community Schools Model that includes six pillars of practice. Like most public education models, they are adaptable to the needs of an individual school’s students, staff, families and community. This ensures that our families, students, and members receive the individual needs and attention that each building deserves.

In 2022, you won language for a pilot community school as a result of our strike. Northland HS was selected through an application process to become our pilot community school in 2024. Now, we’re fighting to fully support and expand the model so that every school becomes a community school. Your union and our partners at the Columbus Education Justice Coalition believe that this is our answer for growth in our school district.

Take a look at the following videos to learn more about sustainable, full-service community schools, then watch The Voice for more information on why and how community schools will benefit every member and every student in Columbus City Schools.

NEA Community Schools Model

<https://youtu.be/5dTUxujRc0?si=zFgh5ILtZ48tm2dV>

Why Every School Should be a Sustainable Community School (Chicago Teachers Union)

<https://youtu.be/iC33ELIZ2oM?si=4G413riYANVgRCDh>

Want to learn more about community schools?

Join us and our partners at the Columbus Education Justice Coalition for The People's State of Our Schools: A Community-Led Town Hall on Saturday, Feb. 21, 2026 from 10 a.m.–12 p.m. at the Maroon Culture Lab (formerly the Pythian Theatre).

This powerful community gathering will examine the impact of school closures in Columbus City Schools and launch the coalition's "Nothing About Us, Without Us!" Community Schools Campaign—a movement to reinvest in neighborhood schools and advance the NEA Community Schools Model as a sustainable path forward.

- Documentary screening
- Community & national voices
- Clear ways to take action

This is more than an event—it's a call to organize, imagine, and fight for the schools our communities deserve. Save the date and bring a colleague.

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. Contact William Baird (baird@ohea.org) at OEA for more information. The seat will be voted on at the Capital RA.



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 member has been approved for Catastrophic Leave and is in need of donated days: **Maria Flora**, Yorktown MS; and **Jennifer Burley**, Valley View 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.

CEA Spring Elections: There will be an election for the following CEA offices and positions: **President; Vice President; Governor for District 5 and Minority-At-Large Governor; 2026 NEA Delegates; and 2026 NEA State-At-Large Delegates***. **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.

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! 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 personalize service. Join today at www.educu.org.



Come join us!

MARCH SOCIAL

@ BUDD DAIRY FOOD HALL

Friday March 27, 2026
4:30PM

1086 N 4th St.
Parking Lot (free) or Street Parking

feat. march madness bracket teacher edition,
and fun games with fellow columbus educators

Can't make it? Scan the QR code for future dates!

Email columbuscece@gmail.com for questions.

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GAMMA ALPHA CHAPTER
COLUMBUS, OHIO

SUNDAY, MARCH 1, 2026

FREE ADMISSION
3:00 PM – 4:15 PM — **MAIN LIBRARY AUDITORIUM**
96 S. GRANT AVE, COLUMBUS, OHIO 43215

MORE THAN JUST A LESSON PLAN
DISCOVER THE HIDDEN TALENTS OF OUR EDUCATORS
COME SEE THEM SHINE!
LIGHTS, CAMERA, ACTION!
SEE YOUR EDUCATORS IN A WHOLE NEW LIGHT

Emily E. Bailey, Chapter President
Dr. Cynthia D. Warren, Midwest Regional Director
Noreen E. Little, National President

2026
HELEN JENKINS DAVIS
SCHOLARSHIP



*Encouraging
High Scholastic
and
Ethical Standards*

AWARD
6 awards available
in the amount of
\$3,000 each

**The
Process**

- *Complete application and
 - PROVIDE
 - official transcript
 - FAFSA Student Aid Report
 - 2 signed letters of recommendation
 - essay
 - bio
- application close date
March 6, 2026

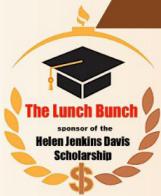
**The
Scholarship**

Named in memory of
Helen Jenkins Davis

- *born of a slave
- *waited for two years to be appointed to teach in Columbus Public School System
- *taught for 37 years and was one of the first Black teachers to teach in an integrated school
- *an encourager of students to excel in educational and personal goals

**The
Eligibility
Criteria**

- *graduating senior of Columbus City Schools in need
- *3.0 gpa or higher
- *plan to attend 4 year accredited college or university



Visit our website
WWW.HELENJENKINSDAIVISSCHOLARSHIP.ORG

Contact us
lunchbunchscholarship@gmail.com



Join The

SPECIAL EDUCATION CAUCUS

OUR PURPOSE

1. Advocate for the needs, rights, & working conditions of special education professionals within CEA.
2. Provide a forum for members to share resources, concerns, & strategies related to special education.
3. Support & advise CEA leadership on issues impacting special education.
4. Build community, professional development, & solidarity among members.

**ALL active CEA
members
welcome!!**



SCAN ME

