

Paid Holidays: Know Your Leave Balance

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including the six days of Spring Break. However, pay for holidays is not a given. Members who are **not in a “paid” status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay.** If you are absent and not on paid sick leave or personal leave, you will forfeit the pay for those holidays. Call the CEA office if you have questions.

2026–2027 and 2027–2028 School Calendars

Your Union fought hard to negotiate the preferences of our members. It was an uphill battle, but we were able to secure two more years’ worth of Wellness Weeks for our members. The Board will have a second hearing in March to officially adopt the proposed calendars. Go to: <https://www.ceaohio.org/wp-content/uploads/2026/02/Calendar.pdf> to download the MOU for the proposed calendars

Know Your Contract: Personal Leave

In the 1980s, CEA was able to negotiate language out of the contract that prohibited members from using personal leave for things such as: recreational purposes, moving from one home to another, purchasing an automobile or major electrical appliance, accompanying a spouse on a business trip, extending sick leave or attending a fraternal function. In exchange for removing those restrictions and allowing unlimited accrual of sick leave, we went from being credited three days per year to two.

As recently as the 2022 negotiations, the Board put forth a proposal that would have put severe limits on members’ ability to use personal leave. Under the Board’s proposal, any member who wished to utilize their accrued personal leave would have to make a written request to their supervisor at least two school days in advance for only one- or two-day increments. If something happened and a member requested personal leave less than two school days before the day of usage, the member would have to provide proof of an emergency. Additionally, the Board’s proposal would allow the Superintendent or their supervisor in a department or work location to deny members’ personal leave requests if, in their judgment, it would jeopardize the safe or efficient operation of the district or the continuity of instruction for students.

Your Union negotiated, and the Board agreed to require members to notify their principal or supervisor in writing at least five school days in advance of their intention to take personal leave except in unusual or unforeseen circumstances. Additionally, the contract contains language allowing members to sell up to two personal days each year in the spring for 85 percent of the BA Minimum Salary.

For the past ten years, the Board has gone to the bargaining table seeking to limit the number of personal days our members take each year, when they take them and why they take them, and your Union has successfully fought back their efforts each and every time. Let’s make sure we follow the rules of personal leave.

Grant Opportunity: Teachers’ Dream Grant

This grant will provide individual opportunities ranging from \$500 to \$5,000 to Columbus City Schools teachers to assist in improving teaching and learning in CCS. This is an excellent opportunity for interested teachers to acquire resources to support a unique, creative, innovative project to increase student achievement, improve social climate and/or promote social justice. The funder does not fund package programs, equipment/furniture needed for classrooms.

The application will open for submissions on Mar. 2, 2026. All applications must be submitted in CCSDAS by 4 p.m., Apr. 13, 2026.

This is a district-sponsored grant; applicants will not need to submit a Grant Endorsement Form to apply but will need their principal’s or supervisor’s approval. **NOTE:** A CCS email account is required to submit an application.

Go to: <https://applications.columbus.k12.oh.us/ccsdas/dreamGrantRequest/create>. Use your CCS login credentials starting March 2, 2026 to submit your application.



CEA Awards & Retirement Banquet

CEA is holding its 50th Annual Awards & Retirement Banquet on Friday, May 15. It will, again, be at the Hilton Columbus at Easton. If you are retiring this year, contact CEA today so you can attend. As a retiree, your evening will be provided at no charge. Guests will be charged \$50 per person.

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



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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.ceahio.org/wp-content/uploads/2026/02/Grievance-260302-26.pdf>.

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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.

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/5dTXujuJRc0?si=zFgh5ILtZ48tm2dV>

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

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

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: **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** is underway and will **end on Tuesday, Mar. 10**. Ballots will be **collected and tallied by the Elections Committee on Wednesday, Mar. 11**. Contact Brittaney Pierce, CEA Elections Chair, at (440) 225-2631 with questions.

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.



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

CEA Members: If you are not receiving electronic communications from CEA, email tellcea@ceahio.org with your name and non-CCS email address.

2026
HELEN JENKINS DAVIS
SCHOLARSHIP



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

*Encouraging
High Scholastic
and
Ethical Standards*

**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



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.



Join The

SPECIAL EDUCATION CAUCUS



OUR PURPOSE

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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

