

Selling Personal Leave

In the 2022 round of negotiations, your Union bargained the ability for members to sell back two personal days to the district for 85% of the daily rate of the BA minimum salary, approximately \$227 per day this year. The provision calls for members to notify the district in writing no later than May 1 of their intent to do so. To participate in the personal leave buy back program, go to ESS at <https://columbus.munisselfservice.com/>. After you log in, click on the document icon in the upper right-hand corner in the blue margin. Once the gray menu opens, scroll all the way down to the bottom and click on the link titled “**CEA PERSONAL LEAVE CONVERSION.**” You will be taken to a Google form that will allow you to sell one or two personal leave days. This opportunity will open Wednesday, Apr. 1, and close Friday, May 1.



Insurance Update

The district’s insurance broker, AON, is believed to have provided bad data to CCS regarding the cost of claims, both actual and projected. This was discovered through a third-party audit. Additionally, there is concern that AON did not implement cost-savings changes that were agreed upon by the joint insurance committee. For transparency, CEA has requested a full copy of the audit report and will keep members informed as the investigation continues. There are no changes to coverage or benefits at this time.

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.



Deadline: Grant Opportunity: Teachers’ Dream Grant – Apr. 13

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.

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.



Grant Opportunities for Educators

The Columbus City Schools Office of State and Federal Funding has recently come across several funding opportunities that may benefit our teachers and classrooms. Below is a list of opportunities currently available, along with their respective deadlines and award amounts. We encourage interested teachers to review these opportunities and consider applying.

To apply for any of the opportunities listed below, contact the Grants Office at grants@columbus.k12.oh.us so we can assist you with the application process and ensure all requirements are met.

Important: Applications submitted without the involvement of the Grants Office will be considered invalid and will not be approved for submission.

Current Opportunities:

- **Kars for Kids Small Grant**Deadline: **Rolling** Award Amount: **\$5,000**
- **Central Ohio STEM Grant**Deadline: **Mar. 24, 2026** Award Amount: **\$75,000**
- **Martha Holden Jennings Foundation, Open Grants** ...Deadline: **May 1, 2026** Award Amount: **\$15,000**

If you have questions or want to pursue any of these opportunities, contact the Grants Office at grants@columbus.k12.oh.us as soon as possible so we can begin the application process together.

Thank you, and we look forward to supporting your proposals.



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.



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/2026/03/Grievance-260323-2932.pdf>.

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

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

Wednesday	3/25/2026	Job Fair – 4:30 p.m. (3700 S. High Street)
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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>

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.



Special Notes

Please consider making an Organ Donation! A transplant needed for CEA Member Robyn Chernack, Intervention Specialist at **Cedarwood ES**. She 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.

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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% of the BA Minimum Salary. For the past 10 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.

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.

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



Come join us!



MARCH SOCIAL

@ BUDD DAIRY FOOD HALL

Friday, March 27, 2026
4:30 p.m.

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.



REGISTER TODAY:
<https://www.ohea.org/one-beyond-the-classroom/>



JOIN OHIO'S NEW EDUCATORS FOR A BEYOND THE CLASSROOM SESSION!



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Rebecca Bruening

Dyslexia, ADHD, and Executive Functioning: What It Looks Like in Real Classrooms

April 16, 6:00–7:30 PM

Join us for an engaging and practical session with Rebecca Bruening as she explores how dyslexia, ADHD, and executive functioning challenges show up in real classroom settings. Participants will gain a deeper understanding of how attention, working memory, and processing demands interact with reading and learning. This session will also provide actionable strategies educators can implement immediately to reduce cognitive overload—without lowering expectations—helping all students access rigorous instruction and thrive academically.

Brought to you by:



Ohio's New Educators



OHIO EDUCATION ASSOCIATION

Your Voice. Our Power. *Their Future.*
Contact us to learn more.

www.ohea.org/one | one@ohea.org | [@OHNewEducators](https://twitter.com/OHNewEducators)



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