



Deadline: Apr. 13

John Coneglio  
President

www.ceaohio.org

April 13, 2026

## Quality Points Eliminated Beginning 2026–2027 School Year

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 met from October 2025 until January of 2026. 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). The policy was approved by the Board's Policy and Governance Committee in February. On March 31, 2026, the full Board voted unanimously to implement the new grading system policy, eliminating Quality Points for the 2026–2027 school year.

## Know Your Contract: Classroom Visitors and Parent Conferences

We know the possibilities are endless when our students' families and caregivers visit our schools. It's important to maximize their involvement in their children's educations. Unfortunately, in today's high-stakes world of education, visitors can disrupt the learning process in our classroom. The *Master Agreement* provides you rights regarding visitation to your classroom in Article 207. Note the following:

- All visitors to a school must check in at the office.
- If you are expecting a visitor, you should be advised by the office that he or she has arrived and is on the way.
- If you are not expecting a visitor, he or she should be escorted to your classroom.
- You have the right to reschedule a visitor when prior arrangements have not been made.
- No electronic devices will be used to make a record of the visit or conference except by agreement of the teacher.

For more information on visitation to your classroom, reference Article 207 of the *Master Agreement*. If you are experiencing issues with classroom visitation, speak with your Senior FR or call the CEA office at (614) 253-4731.

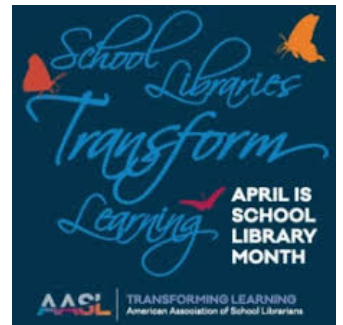
Columbus  
Education  
Association

cea™

Master  
Agreement  
2025–2028

## April is School Librarian Month

Every April school librarians are encouraged to host activities to help their schools and local communities celebrate the essential role that strong school libraries play in transforming learning. Librarians don't just check out books. They empower students to become lifelong learners. They cultivate critical thinking, teach digital literacy, and inspire a love for stories. They understand that education is not just about textbooks and tests but about building a community where every student feels seen, valued, and supported. Through every grade level, school librarians have one thing in common: a dedication to nurturing the love of learning in their students. They are unsung heroes who work behind the scenes, not only supporting academic achievement but also fostering creativity, curiosity, and emotional well-being.



## Recess? When? How Many?

Don't forget to determine your school's recess policy. This must occur following spring break and before the last teacher workday of the year. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day. There cannot be a vote for zero recesses.

The *CEA Master Agreement* requires that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so. The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily. A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school's recesses—our students need them. For full information, refer to Section 302.05 of the *CEA Master Agreement*.



## Fall 2026 Fee Waivers

The application period opens Apr. 13 and closes Apr. 30 at 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. Log in at [bit.ly/4jhgm3](https://bit.ly/4jhgm3) to complete the online application. 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.

Go to <https://www.ccssoh.us/Page/4815> for assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email [feewaivers@columbus.k12.oh.us](mailto:feewaivers@columbus.k12.oh.us) if you need assistance.

## 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/2026/04/Grievance-260413-31.pdf>.

## 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. Go to ESS at <https://columbus.munisselfservice.com/> to participate in the personal leave buy back program. 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.



## Deadline: Grant Opportunity: Teachers' Dream Grant — Deadline 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 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](mailto: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**
- **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](mailto: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.

## 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**. Voting will take place during the Capital RA on Apr. 22, 2026.



## 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.

## 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](https://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: **Shelley Kale**, School Nurse (Colerain 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](mailto:leavesofabsence@columbus.k12.oh.us).

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

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



**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.

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