

Attend the Mass Membership Meeting: Tuesday, May 12

CEA will be holding a Mass Membership Meeting on **Tuesday, May 12**, at the **Columbus Convention Center**. **Registration will begin at 4:30 p.m. with the meeting starting promptly 6 p.m.** The purpose of this meeting is to vote on a comprehensive conceptual agreement reached with the Board of Education. Your Union is asking all members to wear red or their CEA Solidarity T-shirt for the schools *#ColumbusStudentsDeserve*. **You will need a photo ID to enter.** Your school ID or driver's license are acceptable forms of identification. CEA will cover the cost of parking, however, **plan to carpool** if possible so we can keep our costs down. Members will receive an email at their personal email address on Thursday, May 7, with a parking pass included. **You must print out and present this pass when you enter and exit.**



Support the Building Substitutes

CEA Members,

As you are aware, our CEA Building Substitutes are amongst the hardest hit groups by CCS' budget cuts. More than 100 Building Substitutes are facing the loss of their positions at the end of this school year. This will have a devastating effect not only on their careers, but also on our students and on the ability of our buildings to provide coverage for teacher absences.

For more than six months, CEA has been working hard to support impacted members, whether through an MOU negotiated to support transitions to other positions within CCS, a second MOU negotiated to define seniority fairly within this unit, or through advocacy on more specific issues in countless meetings and conversations with the district. Additionally, our CEA Building Substitutes are **Union Strong** and have also taken it upon themselves to organize!

On May 19 they will speak before the Board of Education with two primary asks:

1. To immediately restore these critical positions as funding becomes available
2. To raise daily hire pay to more than \$18/hour to help ease the staffing crisis these layoffs will create

Now, it's time for all CEA members to rally around our Building Substitutes. Please take a moment to sign their petition and come stand with our Building Substitutes at the May 19 Board of Education meeting (3700 S. High St., 6 p.m.). To sign the petition, go to: bit.ly/42PHAI6.

In Solidarity,

John Coneglio
CEA President

Capital District Representative Assembly Meets

The Capital District Spring Representative Assembly (RA) met Apr. 22 to conduct business and to hear briefings from our state education organization. The program included OEA President Jeff Wensing, Vice President Dan Greenberg and Secretary-Treasurer Rob McFee delivering the reports of the OEA officers. NEA Director Dwayne Marshall gave an update on the work of the OEA's NEA Directors. Tracie Helmbrecht, Capital District Treasurer, gave an update on our financial position and presented the Capital budget, which the delegates approved.



CEA President John Coneglio requested donations toward the OEA Fund for Children and Public Education. We are very proud that we raised a substantial amount for this non-partisan, political-action fund for candidates who support the values of public educators.

The Capital RA conducted an elected for Capital District Officers and the OEA Board of Directors Capital Seat. The results are as follows:

- President: **Traci L. Johnson** (unopposed)
- Vice President: **Regina R. Fuentes 39**
Jacquia Hearn 15
- OEA Board of Directors: **Megan Hinz 44**
Dajsha Williams 7

The Assembly also heard from one of the candidates for office who took to the stage to make their leadership case. This year, there is only one contested race for an OEA office, the NEA Director #1 Position. A special thank you goes to CEA-R members who helped with registration.

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/2026/05/Grievance-2605011-35.pdf>

Better Hearing and Speech Month

Being able to hear in the classroom is essential. Students spend at least 45% of the school day in listening activities. May is Better Hearing and Speech Month, the time when we say “thanks” to the district’s speech-language pathologists and audiologists who evaluate and treat communication disorders in students ages 3 to 21. These specialists help them with spoken speech sounds, understanding and using words and improving fluency and voice use in regular and special education settings.

Many students are in the district’s speech-language program. Many of them are dealing with complex syndromes such as autism, or learning or cognitive disabilities. Audiologists evaluate and monitor the hearing of all CCS students. They screen students and refer them for additional professional attention, when appropriate.

Speech Pathologists and Audiologists help children improve their ability to interact face-to-face, something easy to take for granted. Talking, reading, listening, and interacting are crucial to children’s overall development, academic and social success and future vocational choices. This is all the more true in this age of technology, in which “smart” devices occupy an ever-increasing amount of time, attention and prominence in the lives of toddlers to teens. When you see your building’s speech-pathologist or audiologist working with students, take a moment to say you appreciate their important work.



TFI 3.0 Is Coming! Taking Your Climate and Culture to the Next Level

The Tiered Fidelity Inventory (TFI) is a tool CCS has used for years to support school-wide systems that help students feel connected, staff feel supported, and families feel welcomed. This work is not new. Schools have been using TFI 2.1 for a long time to reflect on how Positive Behavior Interventions and Supports (PBIS) are working at the school level.

Why TFI 3.0 Matters for Teachers

TFI 3.0 is an update that helps schools take a closer look at systems already in place—especially those that contribute to calm, predictable, and supportive learning environments. It creates space to reflect on PBIS and restorative practices, recognize what is working well, and identify areas where schools can better support both staff and students.

TFI is not an evaluation of individual teachers or classrooms. Instead, it looks at school-wide structures and practices. The goal is greater consistency across settings and more intentional professional learning—so educators have the support, tools, and shared expectations needed to focus on teaching, learning, and relationships.



School Year 2026 - 2027
TFI 3.0 will focus on exploration, installation, and initial implementation of Tier 1 strategies. During this time, schools will become familiar with the process, build understanding, and begin laying the foundation for effective implementation.

School Year 2027 - 2028
Full Implementation

Phase 1 August 2026 - October 2026
Schools explore elements of the TFI 3.0, complete a self-reflection (2.1 vs 3.0 alignment) and create an action plan for the year.

Phase 2 October 2026 - January 2027
Schools will complete TFI baseline scoring, practice using the new TFI walkthrough and adjust building systems as necessary.

Phase 3 January 2027 - May 2027
Schools will complete official TFI assessment in preparation for full implementation in the 27-28 school year.

TIERED FIDELITY INVENTORY (TFI) MANUAL
Version 3 | February 2023

COLUMBUS CITY SCHOOLS
District CCSC's will provide support throughout this process.

Appealing Your Evaluation

The Joint Evaluation Panel has approved an appeals process for staff who wish to appeal their evaluation. Staff must meet one of the following criteria:

- Educators that have an overall Final Holistic Rating of “Ineffective”
- Two evaluators this year and the overall rating is questionable
- The evaluation contains a procedural error

The Evaluation Appeal Form is available on the ILEAD Evaluation: Evaluation Resources & Process on the CCS staff website. Scroll down to “District Forms” to access the document. Members who meet the criteria to file an appeal should submit the completed appeal form along with appropriate documentation to Teri Mullins at CEA by 4:30 p.m., Tuesday, May 26, 2026.

The Joint Evaluation Panel will meet to review appeal requests the week of June 1. If you have questions about filing an appeal, contact Teri Mullins at the CEA office at tmullins@ceahio.org or (614) 253-4731.

Celebrate Public Education Matters Day!

In Ohio, public education matters, and the work you do matters every day.

We’re coming together again to lift up the power and importance of our public schools and public school educators on **Saturday, Sept. 26**, for this year’s **Public Education Matters Day** celebrations!

Ohio Education Association members are invited to join OEA for a fun day with their family and friends at:

- Cleveland Metroparks Zoo
- Cincinnati Zoo & Botanical Garden
- Columbus Zoo and Aquarium
- Toledo Zoo

Each OEA member can get up to four free-admission tickets to the zoo of their choice.

In 2023, Ohio lawmakers declared Sept. 30 **Public Education Matters Day** in our state. We are excited to mark this import-

ant day together again this year.

Mark your calendars for Saturday, Sept. 26, and keep an eye out for more info from OEA as we get closer to this year's Public Education Matters Day events.

Registration is not required, but we will send information so that you can reserve your tickets in advance! Stay tuned for more details.

We can't wait to see you at one of Ohio's great zoos as we stand together for our students, our profession, and the future of public education!

Celebrate 90 Years with Education First Credit Union—And Earn Up to \$1,800

As part of its 90th Anniversary Celebration, Education First Credit Union is offering an exclusive, limited-time Double Bonus promotion designed especially for school employees—including all CEA members.

This special offer is more than just a promotion—it's a meaningful way to recognize the dedication, hard work, and impact educators and school employees bring to their communities every single day.



Here's what you need to know:

- Eligible CEA members can earn up to \$1,800 by taking advantage of select credit union products and services.
- The promotion is simple to participate in, with straightforward steps to qualify.

If you've been considering switching financial institutions or exploring new banking benefits, this is a strong opportunity to make a move that rewards you directly.

To learn more and get started, visit: <https://www.educu.org/education-employees-exclusive-promotions>

Take advantage of this exclusive member benefit and see how Education First Credit Union is investing back in the people who make a difference every day.

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**

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.

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*.

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.

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: **Shelley Kale**, (School Nurse) Colerain ES; **Dawn Berenzweig**, Westgate ES; and **Colleen Biederman**, Displaced Teacher. 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.

There will be a **Teachers for Better Schools (TBS) general membership meeting** on **Thursday, May 21**, following the CEA Legislative Assembly to elect members to the TBS Board of Trustees.



Ohio Dominican University
Columbus, OH

June 11, 8:00 AM - 4:00 PM
June 12, 8:00 AM - 3:30 PM

A ROADMAP FOR SUCCESS:



Comprehensive Support for Newcomers and their Families

REGISTER TODAY!

Early Bird

Ends April 30, 2026

Ohio TESOL Member

1-day \$150 2-day \$225

Non-member

1-day \$175 2-day \$250



More info:

sjleducationalconsultants.com

Regular

Starts May 1, 2026

Ohio TESOL Member

1-day \$175 2-day \$275

Non-member

1-day \$200 2-day \$300

WORKSHOP TOPICS

All sessions are extended workshops! Dive in deep to hot topics!

- Science of Reading
- Trauma-informed Care
- Planning Lessons for Newcomers
- Supporting Parents and Families
- Advocacy
- Make, Take & Teach!
- Differentiation
- Teaching Writing
- Practices for Content Teachers

Newcomer
Conference
Sponsors:



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90th ANNIVERSARY credit union
The Smart Choice In Banking.
www.educu.org



Shred Days Are Back!

PAPER ITEMS ONLY.

ONSITE SHREDDING.

Shred Day is Free for all CEA Members.

Donations accepted but not required, benefiting

The Student Success Stores.

Needed items include: School Supplies, Hygiene

Products, and Easy-to-Eat food items



**SAT. JUNE 6TH
DOWNTOWN
510 E MOUND ST
9 AM TO 12 PM**

**SAT. JUNE 20TH
REYNOLDSBURG
5950 CARNABY WAY
9 AM TO 12 PM**


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

REGISTER NOW!





Special Education Symposium

- 1 \$100 attendance stipend
- 2 Lunch & CEUs provided
- 3 Collaborative learning

DON'T MISS OUT!

SEATING IS LIMITED TO 75!

<https://bit.ly/4cAcLNe>

AUGUST 4, 2026 9:00 am - 3:30 pm

You are invited to

P.A.R. Reunion

TUESDAY, MAY 26, 4-7PM

Planks on Parsons, 743 Parsons Ave, Columbus, OH 43206
Come see old friends and share memories!