

A Message from the President

CEA members,

At our mass meeting on Tuesday, we voted overwhelmingly to ratify a two-year reopener package with Columbus City Schools for the 2026–2027 and 2027–2028 school years.

Last year, during full contract negotiations, your core bargaining team was faced with a dilemma. Hostile school board leadership, through the Board's attorneys, proposed a total of just 3.8% in wage increases over three years—a “raise” barely covering inflationary cost-of-living increase for only one year. Staring down the barrel of tens of millions in budget deficits and reductions in personnel and positions, CEA opted instead to accept a 2.25% increase for this school year and to return to the table for contract years two and three, hopeful that our work to elect stronger School Board members would result in a different climate at the bargaining table.

This decision paid off. With the active participation of new School Board president Dr. Antoinette Miranda, and despite extremely unfavorable bargaining conditions, we were able to secure 2% wage increases for each of the next two years. While still falling short of the value of your work, when factoring in year-over-year compounding this represents a three-year increase nearly double what the district indicated they would agree to just one year ago.

And that's not all. CEA also won something completely unprecedented- a contractually enforceable cap on administrator compensation increases, now limited to no more than those of CEA members. No more post-ratification surprises. If we are sacrificing to ease the deficit, so must administrators.

We also won 1.5 more days of teacher-directed planning (in addition to our current four records days), improved access to paid leave for medical or family emergencies, greatly improved parental leave, and job security language that benefits every member whether new or veteran.

With an agreement in place through August 2028, our union now turns to two critical tasks; supporting those members affected by the current reductions in personnel, and the massive amount of work we must do leading to elections this fall. We face a critical gubernatorial race with no less than the future of public education on the line, statehouse races that will greatly impact negotiations in the future, and at the local level our attempt to reform city council elections through the Our City, Our Say ballot measure. We ask that every CEA member be engaged and on the lookout for opportunities to help defend and strengthen our profession during this election cycle.

In the meantime, I am extremely proud of the work of our bargaining team and all members who participated in the bargaining process. We have gained through this agreement a number of important victories and a measure of stability for CEA members, students, and our entire community.

Our struggle for the schools Columbus students deserve continues.

In Solidarity,



John Coneglio, CEA President

CEA Wins Limits and Strong Member Protections in Learning Walks Grievance Settlement

In October 2025, our Union filed a class-action grievance on “Learning Walks” - nonevaluative observations conducted by administrators utilizing a rubric that was, in fact, evaluative (in violation of our *Master Agreement*). Additionally, Learning Walks had different iterations depending on the Area Superintendent and Principal. In some cases, CEA members never heard anything after a Learning Walk. In other cases they were asked to respond to feedback through Google forms or via email. We know that individualized Learning Walk data was even a topic of discussion in some TBTs.

In settling this grievance with the district, we have won a number of critical protections for members regarding Learning Walks. Specifically:

- For the duration of our current *Master Agreement*, Learning Walks will be the only form of nonevaluative observation conducted by administration (not inclusive of regular principal walkthroughs or for reasons of legal compliance). This means that the district cannot simply make up a new version of nonevaluative classroom evaluations to get around the terms of this settlement agreement.
- Learning walks cannot be utilized in the evaluation process or employment decisions and no records related to Learning Walks will be maintained in a member's personnel file.
- Feedback from Learning Walks will be provided to members but no response by the member will be required.
- Individualized data and feedback from learning walks will not be shared with other non-administrator CCS employees.
- Learning Walks will occur no more than twice per academic quarter per member (down from four per quarter when the grievance was filed).

The rubric is being replaced by a mutually agreed-upon checklist focused on student (not teacher) observations. If no agree-

Continued on Page 2

Columbus
Education
Association

cea[™]

Master
Agreement
2025–2028

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-260518-36.pdf>

Continued from Page 1

ment on this checklist can be reached, the grievance is reinstated at Step 2.

Any changes to the process must be discussed with CEA prior to implementation and must meet the requirements of the protections outlined in this settlement agreement. Both parties recognize the value of limiting classroom disruptions.

The full text of the **Learning Walks Settlement Agreement** is available at: bit.ly/43dR6ot

This settlement agreement is another example of the power of enforcing our hard-won *Master Agreement* language. When we work together to document violations and file grievances, we can and will achieve meaningful concrete changes that impact our classrooms and our ability to deliver world-class instruction to our students.

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.

TFI Classroom Observation

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. As part of this update, a brief classroom observation has been added to the TFI framework. The Office of Whole Child Support is consulting with CEA on the way to roll out this new feature of the TFI.

This observation provides a quick, **non-evaluative** look at Tier 1 classroom climate and culture—such as shared expectations, routines, relationships, and how behavior is supported in the moment. Its purpose is to understand school-wide patterns, not individual teachers. The classroom observation feature is designed to support reflection and strengthen systems so classrooms feel more consistent, predictable, and supportive—for both staff and students.

To learn more about the TFI 3.0, go to: bit.ly/49wrjeR. See pages 18 and 19 to read more information about 1.9 Schoolwide Practices Used In Classroom and 1.10 Classroom Practices. Appendix B on page 69 has more information about classroom observation.

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

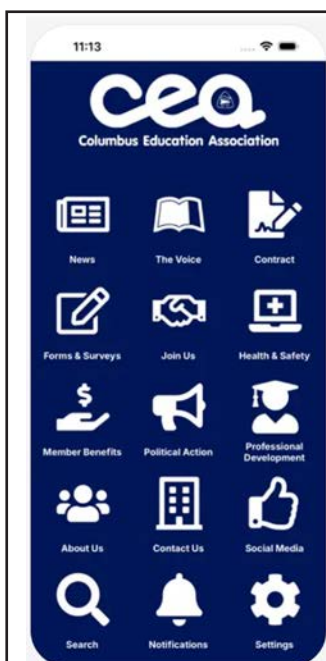
Phase 1 August 2026 - October 2026
Schools explore elements of the TFI 3.0, complete a self-reflection (2.1 vs 3.0 alignment) and create an action plan for the year.

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 3.1 February 2023

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



NEW: Download the CEA App!
Our contract, the Voice, important forms and more, all on your phone.

[Apple App Store \(iPhone\)](#)

[Google Play \(Android\)](#)

SCAN HERE



SCAN HERE



Or, open the app store and search "Columbus Education Association"

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@ceaohio.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:

- Columbus Zoo and Aquarium
- Cincinnati Zoo & Botanical Garden
- Cleveland Metroparks Zoo
- 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 important 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!

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 is 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 at **Africentric K-12** to elect members to the TBS Board of Trustees.



Do your Student Loans and Loan Forgiveness have you confused?

NEA Member Benefits can help!

Join us on any of the days and times shown and learn more. **No registration required.**

DATES AND TIMES

- May 19** at 5 p.m. and at 7 p.m.
- May 20** at 5:30 p.m.
- May 21** at 3:30 p.m. and 6:30 p.m.
- May 27** at 6 p.m.
- May 28** at 4:30 p.m. and 6:30 p.m.
- May 30** at 12 p.m.
- June 16** at 11 a.m. and 1 p.m.



neamb.com/start

For members who have or expect to have Parent Plus loans, the information shared will be **VERY** important to understand due to changes in repayment options, borrowing limits and the potential to achieve forgiveness.

To join any session go to:

<https://neamb.zoom.us/j/87472824096?pwd=5m9bxbwUdStajRgsSUgznMQKSPaXxs.1>

If needed, the **MEETING ID** is: **874 7282 4096** and the **PASSCODE** is: **970006**

These workshops are brought to you by NEA Member Benefits NEA Region 3 staff. To protect the privacy of attendees, these session are NOT recorded.



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:



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