

Welcome Back

Welcome to the 2026–2027 school year! I hope everyone had a wonderful summer break. At the CEA office, we are excited to start the new school year advocating for our members. The CEA office was busy this summer, but for the first time in several years... not with bargaining. We were able to focus on settling outstanding grievances, resolving individual member issues, and finalizing an MOU that will bring girls high school flag football to the district formally as a new coaching supplemental.



At the beginning of August we held a Faculty Representative workshop that was well attended. CEA also participated in a joint insurance committee meeting to discuss the impact on our insurance plan from the lack of district oversight and our health insurance broker’s predatory practices. We will keep you up to date, please be on the lookout very soon for a comprehensive communication regarding our short-term and long-term steps to fight and limit the impact on members.

On a positive note, as a result of our reopener negotiations all members can look forward to 1.5 additional records days this year, with all but 1.5 of them remote.

Be on the lookout for key events, follow us on social media and make sure to download our new CEA app to your phone from the Apple or Google app stores. I encourage every member to read the *CEA Voice* weekly for key updates, explanation of contract language, and general information to help you in your job. I hope you all have a wonderful 2026–2027 school year.

In Solidarity,

John T. Coneglio
President
Columbus Education Association

Parent-Teacher Conference Dates

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President’s Day. However, Article 1401 of the *CEA Master Agreement* provides each school the opportunity to deviate from the established parent-teacher conference dates.

A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school’s conferences. Once your school’s parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Please note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

Salaries for this School Year

The following is the salary schedule for teachers and certificated personnel for 2026–2027. This salary schedule reflects a 2% raise. The **Steps/Years Experience** column shows **true full years** of experience. If you have questions, call CEA at (614) 253-4731.

902.02 Effective August 17, 2026, teachers and school nurses possessing a valid school nurse certificate shall be paid in accordance with the following:

Steps/ Years Experience	Pre-License Bachelor's Degree	Bachelor's Degree	150 Hours and Bache- lor's Degree	Master's Degree	Master's Degree + 30 Semester Hours	Ph.D.
0	\$42,637	\$53,497	\$55,048	\$59,328	\$60,452	\$64,319
1	42,637	53,497	55,048	60,516	61,661	65,609
2	44,344	55,637	57,247	61,725	62,891	66,919
3	46,114	57,862	59,537	64,196	65,411	69,594
4	47,960	60,179	61,923	66,764	68,027	72,376
5	49,881	62,586	64,394	69,434	70,744	75,276
6	51,876	65,090	66,973	72,210	73,574	78,282
7	51,876	67,690	69,653	75,099	76,517	81,417
8	51,876	70,397	72,440	78,100	79,577	84,675
9	51,876	73,216	75,334	81,224	82,760	88,061
10	51,876	76,142	78,346	84,477	86,071	91,581
11	51876	79,186	81,481	87,853	89,516	95,246
12	51876	82,359	84,745	91,367	93,095	99,055
13	51876	85,649	88,131	95,021	96,819	103,019
14	51876	89,078	91656	98825	100692	107138
15	51876	92,641	95,321	103,024	104,972	111691
16	51876	92,871	95,562	103,281	105,234	111969
17	51876	93,101	95,802	103,538	105,496	112253
18	51876	93,101	95,802	103,538	105,496	112253
19	51876	94,032	96,760	104,576	106,555	113,371
20	51876	94,973	97,728	105,619	107,620	114,505
21	51876	94,973	97,728	105,619	107,620	114,505
22	51876	94,973	97,728	105,619	107,620	114,505
23	51876	96,637	99,194	107,203	109,230	116,222
24	51876	98,327	100,681	108,813	110,872	117,677
25	51876	98,327	100,681	108,813	110,872	117,677
26	51876	98,327	100,681	108,813	110,872	117,677
27	51876	100,542	102,944	110,990	113,087	119,737
28	51876	102,800	105,004	113,210	115,350	121,834
29	51876	102,800	105,004	113,210	115,350	121,834
30	51876	105,116	107,368	115,473	117,656	124,268
31	51876	107,481	109,514	117,784	120,010	126,445

903 Supplemental Hourly Rate

Effective the first teacher work day of the 2026–2027 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$41.86 per hour. (This provision applies to part-time employees in Chapter 1300.)

904 Full-Time Hourly Professional Employees

904.01 During the term of this Agreement, full-time hourly professional employees (other than “tutors” who are governed by Chapter 1000) shall be paid in accordance with the following: (Full-time is a minimum of six (6) hours per day on a regular basis.)

Effective July 1, 2026:

Years of Experience	Hourly Rate
0, 1 or 2	\$45.71
3	46.54
4 or 5	47.41
6	48.27
7 or more	49.14

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2026–2027 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$41.86
3, 4 or 5	43.30
6, 7 or 8	44.82
9 or more	46.31

1105.01 Latchkey teachers shall be paid at the following rate per hour for work time that is authorized and approved by the Supervisor of Early Childhood Education or designee:

Effective Date	Hourly Rate
August 17, 2026	\$41.86

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/2026/08/Grievance-260817-160.pdf>

CEA's First Legislative Assembly at The Boathouse

Attention: All Faculty Representatives, attend the CEA Legislative Assembly on Thursday, Sept. 10. Registration opens at 4 p.m. The meeting begins at 4:30 p.m. Dinner will be served at the conclusion of the meeting. *RSVP* to gablej@ceahio.org.



Have You Formed Your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your *CEA Master Agreement* (Article 202.01). Here are the basics:

- The ABC consists of the building's Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
- All CEA bargaining unit members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in attendance at all ABC meetings.
- Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceahio.org and to your CEA District Governor.

Professional Leave

There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop. Forms to apply for professional leave are available in the "Forms" section of the CEA website or the CCS Intranet, along with the full leave guidelines. Act as soon as you know the date of your conference because funds are exhausted quickly.

Know Your New Contract: Sick Leave Bank is now the Sick Leave Borrowing Program

Until the reopener last year, the *CEA Master Agreement* contained language for a Sick Leave Bank. Under that language, only members who donated two days of sick leave became members of the sick leave bank. That would afford them the ability to borrow up to ten days, paying back with their monthly accruals of sick leave.

With the creation of the Sick Leave Bargaining Program (SLBP) your Bargaining Team improved the ability of our members to:

- Use the SLBP to borrow time for family and/or parental leave
 - Made it easier to receive a loan
- Instead of being an opt-in situation as was with the Sick Leave Bank, SLBP is an opt-out situation.

Please note the following:

If you were previously a member of the "Bank," and want to continue, you will automatically be a member of the SLBP—no

further action is required. If you're not sure if you were a member of the "Bank", go to: <https://bit.ly/3S7SBTi> to download a list of the most recent members of the "Bank", searchable by CCS ID number.

If you were hired prior to the 2026–2027 school year and were not a member of the "Bank" but would now like to join the SLBP, you must opt-in by filling out a Google form, which will initiate your donation of two sick days in order to join. As of the time the *CEA Voice* went to press, the Google form was unavailable. Your Union will send out the link as soon as the district has created it.

If you were hired prior to the 2026–2027 school year and were a member of the "Bank" but would like to leave, you must opt-out by filling out a Google Form. As of the time the *CEA Voice* went to press, the Google form was unavailable. Your Union will send out the link as soon as the district has created it.

If you are a first-year teacher, you will be enrolled in the SLBP automatically and two days will be deducted from the five days advanced to you at the beginning of the school year. If you do not want to be a part of the SLBP, you must opt-out by filling out a Google Form. As of the time the *CEA Voice* went to press, the link was unavailable. Your Union will send out the link as soon as the district has created it.

Know Your New Contract: Teaching a Sixth Period in MS and HS

Prior to last year's reopener, middle and high school teachers were required to go through the Reform Panel process to teach a sixth period. As a result of the reopener, your Union negotiated the ability of our members, at their sole discretion, to teach a sixth class in lieu of a duty without having to go through the Reform Panel process.

CEA members are completely in charge of whether or not they teach a sixth period class for the 2026–2027 school year. Once the form is completed, no further action on the part of the member is required. To complete the form, go to bit.ly/4giegR4.

Special Notes

The CEA Office will maintain office hours through Aug. 31 of 8:30 a.m.–4 p.m., Monday–Friday. Normal hours will resume September 1: 8:30 a.m.–4:30 p.m.

Please note: The *CEA Voice* will be published electronically and in a hard-copy format for the next three issues.

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.

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.

C L S W Cloppert Latanick Sauter & Washburn

(614) 461-4455
www.cloppertlaw.com

We have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate, and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

CEA Pre-Paid Legal Services Plan
OEA/NEA Attorney Referral Program

Contact us today and allow our experience to work for you.