

Sick Leave Bank Now Sick Leave Borrowing Program (UPDATED)

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 Borrowing Program (SLBP) your Bargaining Team improved the ability of our members to:

- Use the SLBP to borrow time for family and/or parental leave
- Receive a loan more easily

Instead of being an opt-in situation like before, SLBP is an opt-out situation for all bargaining unit members.

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 will automatically be opted in with no further action, which will initiate your donation of two sick days in order to join. **If you do not want to join the SLBP, you must fill out this opt-out form <https://bit.ly/46bf4SV> on or before Sept. 30 of each year to prevent your sick days from automatically being deducted.**

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 this opt-out form <https://bit.ly/46bf4SV>.

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 this opt-out form <https://bit.ly/46bf4SV>.

Goodbye, Jeremy!

CEA members,

As some of you know, Aug. 14 was my final day at CEA. A couple of months ago I accepted a new position as Director of Collective Bargaining at SEIU Local 73 in Chicago. While I am looking forward to returning to the city where I grew up, as well as a new professional challenge, I will greatly miss working with my CEA family.

I arrived around the time John was elected president in 2019. Working alongside the wonderful CEA leaders and staff, we’ve weathered all manner of challenges from the COVID-19 pandemic to the first CEA strike in half a century. Through it all, I have been constantly inspired by the skill, professionalism, determination, and most of all the solidarity of CEA members.

Amongst the many highlights I am proud to have played a small part in during my seven years at CEA are all of the “first ever in CEA history” language won over the course of four trips to the bargaining table; first parental leave language,

first cap on outsourcing of our work, first guarantee of heating and air conditioning, first caseload numbers and overage pay for special education and related services, first cap on administrator raises, first arbitration rights for nonrenewal and termination, first ECE planning days, first in the entire state EL class size language, and so much more. I am also proud of a 100% winning record in arbitrations which amongst other things restored the union rights of our Project Connect and Vulnerable Youth members, upheld critical scheduling language, and put owed money back in our members’ pockets. I can say with confidence that CEA members enjoy the strongest union contract of any educators in the state of Ohio.

I also was fortunate enough to see the incredible work of CEA members in the classroom as a CCS parent. My son has been at Columbus Spanish Immersion Academy since kindergarten and the incredible educators at CSIA have re-affirmed what I already knew to be true—CEA members are true professionals dedicated to their craft with a love for their students.

Whether we worked together through months at the bargaining table, a complex grievance, or just talked through a simple contract question on the phone, I thank each and every CEA member for the opportunity to support your work, and the work of our union. There are many challenges ahead but as always, CEA will emerge stronger and more unified. I will always consider the Columbus Education Association my union family.

In Solidarity,



Jeremy Baiman

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.

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@ceaohio.org.

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.ceaohio.org/wp-content/uploads/2026/08/Grievance-260824-2_converted.pdf

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@ceaohio.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: 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.

Religious Leave

Our contract ensures that educators have the right to participate in their religious traditions. Section 702.11 of the *CEA Master Agreement* allows bargaining unit members to be absent, with pay, for a maximum of three days to observe

established religious holidays throughout the school year. This leave is not deducted from any other time off. Remember that a request for religious leave must be made in writing to the Human Resources Department at least five school days prior to the holiday.

See You at the CEA Fall Fling!

The Fling is right around the corner! Join us for the CEA Fall Fling this year. Mark your calendar for Friday, Oct. 23, from 4–8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 200 new members this school year. Help them celebrate their new endeavor and welcome them to the CEA family! Our annual party features music, great food, and prizes. Get to know your colleagues. Meet candidates for public office and local elected officials. Admission is free. Beer and wine are just \$5.

Come to the Fall Fling!

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 Sept. 1: 8:30 a.m.–4:30 p.m.
Note: The CEA Voice will be published electronically and in a hard-copy format for the next issue.
Due to vacancies on the Board of Governors and OEA Delegates for 2026–2027, there will be a Special Election. CEA is electing candidates for the unexpired term of Governor for District 7 (2028), High School Governor-at-Large (2029) and OEA Delegate (2026–2027). Declaration runs from Sept. 28 through Oct. 9. Voting runs from Oct. 21 through Nov. 4.
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. <i>Join today at www.educu.org.</i>
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.ceaohio.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@ceaohio.org . Call CEA at (614) 253-4731 with questions.

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