

Stop. Think. Call CEA!

When your administrator pressures you to quickly provide a written or verbal statement about an incident that you witnessed or were involved in, stop, think, and call CEA. Do not be insubordinate, but do let your administrator know that you have the right to representation before making any statements.

A number of our members have needlessly incriminated themselves because of statements they provided to their administrators.

If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law (NLRB v. Weingarten) to:

- Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't or can't.
- Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- Take up to five school days to schedule the meeting to make sure your representative can be there. You have the right to the representative of your choice, not your principal's choice.

You can be represented by your FR or by a staff member from the CEA office. FRs do not have to participate in hearings if they don't feel comfortable doing this kind of work.

CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- Any type of disciplinary action
- Investigation meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning request or use of sick or personal leave



Retiring? Avoid OTES

Bargaining unit members who are planning on retiring during the 2026–2027 school year can be exempted from the Ohio Teacher Evaluation System. To take advantage of this, submit your notice of retirement to Human Resources by Friday, Oct. 30. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education.

Go to <https://www.ccsbh.us/Page/2340> to download retirement information or access the Google form to submit notification of retirement. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.

Join the New Black Affinity Group!

The Minority Involvement Program is excited to announce the Black Affinity Group. This group was created to

- Create a safe and supportive space for BIPOC educators
- Foster authentic community, connection, and healing through shared lived experiences
- Increase engagement and leadership within local and state level association activities
- Serve as a pathway for potential members to remain active the organization

The vision is to build a powerful, connected community of Black educators within our union who are supported, valued, and empowered to lead.

The vision is to support all BIPOC educators as well. All CEA members are invited to join.



Scan to Join!

Sick Leave Bank is now the 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 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 for all bargaining unit members. 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 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 September 30 of each year to prevent your sick days from automatically being deducted.

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The CEA Master Agreement is set to expire in fewer than 706 days.

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/2026/09/Grievance-2609014-5.pdf>

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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>.

Only CEA Members’ Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors between Sept. 2026–June 2027. The fund provides \$2,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2026–June 2027 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. The deadline is 4 p.m. on Friday, Oct. 9. If you have questions, call Kathy Wilkes at (614) 253-4731. To download the application form, go to <https://bit.ly/4wNZIEp>.

Know Your Contract: Middle and High School Grade Entry

In 2025, during the full bargaining, the district came to your Union with a proposal regarding the frequency of middle and high school teachers’ grade entry. At the time they brought their proposal, the language they wanted to change in Section 210.03 (2)(a) for teachers in grades 6–12 read: “Teachers shall keep families informed of student progress by regularly updating assignments and grades in their district-provided electronic gradebook.”

The district’s initial proposal would have required CEA members in grades 6–12 to update their gradebook on a weekly basis. Your Bargaining Team was able to get the district to agree to a compromise. The current language for grade entry for teachers in grades 6–12 reads as follows:

210.03

- 2. For grades six (6) through twelve (12):
 - a. Teachers shall update assignments and grades in their district-provided electronic gradebook every ten (10) teacher attendance days beginning on the first day of student attendance.

If you have any questions, please contact the CEA Office.

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.

Special Notes

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: **Jennifer Burley, Valleyview 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.

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.

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

BLACK

AFFINITY

GROUP

Vision: to build a powerful, connected community of Black and educators of color within our union who are supported, valued, and empowered to lead.

Looking for community and support? Looking for mentorship and the chance to fellowship with like-minded individuals?

Join the Black affinity group.

For all educators of color

To join please scan the QR code or email Traci Johnson at sra.johnson@outlook.com



TFI 3.0

IS COMING!

Taking your Climate and Culture to the Next Level!

Academic Benefits

Create consistent, schoolwide systems that sustain strong, engaging, instruction with fidelity.

Attendance Benefits

Create consistent, schoolwide systems that foster a sense of belonging to enhance relationships, engagement and attendance.

SEB Benefits

Create consistent, schoolwide systems to strengthen social, emotional, and behavioral skills to empower students for success as citizens in a global community.



A National Tool

The TFI is a fidelity tool used to create, measure and strengthen systems and supports for student and staff success.

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.

Join The Lunch Bunch

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FOR OUR SCHOLARS

2.0

FUNDRAISER

to provide scholarships to Columbus City Schools students in need.

Afternoon of

FOOD AND JAZZ

with

KEN WEAVER

and Friends

LOCATION

CHAMPIONS GOLF COURSE

3900 Westerville Rd

Columbus, OH 43231

SATURDAY, SEPTEMBER 26, 2026

3:00 - 6:00 PM

TAKE ADVANTAGE OF

TABLE OF 8 DISCOUNT!

\$450 per table of 8

COST

\$60

PER PERSON

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https://www.zeffy.com/en-US/ticketing/stepping-up-for-our-scholars--20

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District CCSC's will provide support throughout this process.