

Reform Panel Update

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglio and Supt. Dr. Angela Chapman. The committee consists of six Association members, appointed by the President and approved by the CEA Board of Governors, and six members of the administration assigned by the Superintendent. Association members include: Traci Arway (Special Education Coordinators), Amy Glowark-Mondillo (Scottwood ES), Traci Johnson (Independence HS), J. Sanchez (Northland HS), Denise Sizemore (PAR), and Angela Zalenski (Elem. Art).

The Reform Panel meets on the third Wednesday of each month to review variance requests. A variance is a requested change to the *CEA Master Agreement* specific to a particular school or unit, generally for a particular period of time. In order for a variance request to be heard by the Reform Panel, a minimum of two-thirds of the CEA bargaining unit members in a school or unit must vote in favor of the variance in a secret-ballot vote held by the Senior Faculty Representative. Variances heard by the Reform Panel require a majority vote to be approved. Neither co-chair votes unless there is a tie.

CEA believes that the best decisions about teaching and learning are made at the building level by the people who work there. Successful districts have moved from centralizing operations and support to building-level support. We have a tool: the Reform Panel, we need to use it. Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation of the contract. Here are the variances that have been acted upon since the beginning of the 2026–2027 school year.

Month	School/Site	Request	Status
August	Whetstone HS	Request to split department chair	Approved
September	Alpine ES	Switch to one staff meeting per month	Approved
September	Devonshire ES	Create a reading and math content lead position from one content lead	Denied
September	East Columbus ES	Split the ES content lead position	Approved
September	Gables ES	Differentiate the K-3 parent teacher conference dates	Approved
September	The Support Center	Have four parent/teacher conference dates	Approved
September	Walnut Ridge HS	Split department chair	Approved
September	Walnut Ridge HS	Create bi-weekly assembly schedule with club activities	Denied
September	Hilltonia MS	Have four parent/teacher conference dates	Approved

CEA Board of Governors Cancels 2027 MLK Banquet

On Thursday, Sept. 3, the CEA Board of Governors voted to cancel the Dr. Martin Luther King, Jr. Awards Dinner. The decision was not an easy one, as the awards dinner was the longest-running celebration of Dr. King’s legacy in the city of Columbus. The Awards Dinner was the idea of the late John Grossman, the long-time CEA President. While the decision was due to financial reasons, the Board of Governors committed to revamping the event for 2028. Additionally, the Board of Governors voted to establish a Dr. Martin Luther King, Jr. Scholarship for CCS students who attend a HBCU with \$25,000 in seed money.

Free Suicide Prevention Training for CCS Staff

In recognition of Suicide Prevention Awareness Month, the CCS Staff Wellness Initiative is partnering with Columbus Public Health to offer five FREE Question, Persuade, Refer (QPR) Suicide Prevention Training sessions for CCS staff this September. Just as CPR teaches you how to respond during a medical emergency, QPR teaches you how to recognize the warning signs of a suicide crisis, start a conversation, and connect someone to help.

Select a session below to register. Space is limited and available on a first-come, first-served basis.

- Tuesday, Sept.22

5–6:15 p.m.

Go to <https://bit.ly/4diEv96>
- Wednesday, Sept. 23

3–4:15 p.m.

Go to <https://bit.ly/4AjPid4>
- Thursday, Sept. 24

4–5:15 p.m.

Go to <https://bit.ly/4AdKje5>

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.ccsoh.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.

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:

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/2026/09/Grievance-2609021-06.pdf>

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- 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.

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>.

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!

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>.

LA Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA Officers and Staff and vote on important issues affecting your Association. Any CEA member is welcome to attend the LA. The following is a list of buildings/units that were represented at the Sept. 10 Legislative Assembly:

17th Ave. Service Center, Adapted PE, Alpine ES, Arts Impact MS, Avalon ES, Avondale ES, Beatty Park ES, Beechcroft HS, Berwick Alternative ES, Binns ES, Briggs HS, Buckeye MS, Burroughs ES, CAHS, Cassady ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clinton ES, Colerain ES, Columbus Africentric EC ES, Columbus Africentric EC MS, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus International HS, Columbus Online Academy, Columbus Spanish Immersion Academy, Como ES, Cranbrook ES, Devonshire ES, Dominion MS, Eakin ES, East Columbus ES, East HS, East Linden ES, Eastgate ES, Easthaven ES, Eastmoor Academy HS, ECE @ Central Enrollment, École Kenwood, Elementary Art, Elementary Music, Fairmoor ES, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Georgian Heights ES, Gifted & Talented, Highland ES, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K–8, Innis ES, Johnson Park MS, Leawood ES, Liberty ES, Lincoln Park ES, Lindbergh ES, Linden STEM Academy, Linden-McKinley STEM Academy, Livingston ES, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, North Linden ES, Northgate Intermediate ES, Northland HS, Northtowne ES, Nurses, Oakmont ES, Olde Orchard ES, OT/PT, Psychologists, Ridgeway MS, School Counselors, Scottwood ES, Shady Lane ES, Sherwood MS, Siebert ES, Social Workers, South HS, Southland, Southwood ES, Special Ed. TOSAs, Speech & Language, Starling PreK–8, Stewart Alternative ES, Student Support Center, Sullivant ES, Valleyview ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor STEM Academy, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

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.

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.

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 members has been approved for Catastrophic Leave and are in need of donated days: Jennifer Burley, Valleyview ES; Dawn Berenzweig, Displaced; and Jennifer Burley, Displaced. 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 .
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.

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



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