

Columbus Teachers Endorse:

- Governor/Lt. Governor: . . Dr. Amy Acton (D)/David Pepper (D)
- U.S. Senate: . . . . . Sherrod Brown (D)
- U.S. House 3: . . . . . Joyce Beatty (D)
- Attorney General: . . . . . John Kulewicz (D)
- Treasurer of State: . . . . . Jay Edwards (R)
- Secretary of State: . . . . . Allison Russo (D)
- Auditor of State: . . . . . Annette Blackwell (D)
- Associate Justice: . . . . . Jennifer Brunner (D)
- Associate Justice: . . . . . Marilyn Zayas (D)
- Ohio House District 1: . . . . . Dontavius Jarrells (D)
- Ohio House District 2: . . . . . Charity Martin-King (D)
- Ohio House District 3: . . . . . Ismail Mohammed (D)
- Ohio House District 4: . . . . . Beryl Piccolantonio (D)
- Ohio House District 5: . . . . . Meredith Lawson-Rowe (D)
- Ohio House District 6: . . . . . Christine Cockley (D)
- Ohio House District 8: . . . . . Anita Somani (D)
- Ohio House District 9: . . . . . Munira Abdullahi (D)
- Ohio House District 10: . . . . . Mark Sigrist (D)
- Ohio Senate District 3: . . . . . Stacie Baker (D)
- Ohio Senate District 15: . . . . . Latyna Humphrey (D)
- Ohio Senate District 25: . . . . . Bill DeMora (D)
- Judge of the Court of Appeals 10th District: . . . . . Terri Jamison (D)
- Judge of the Court of Appeals 10th District: . . . . . Michael C. Mentel (D)
- Judge of the Court of Common Pleas (General Division): . . . . . Carl Aveni (D)
- Judge of the Court of Common Pleas (General Division): . . . . . Andy Miller (D)
- Judge of the Court of Common Pleas (General Division): . . . . . David Young (D)
- Judge of the Court of Common Pleas (General Division): . . . . . Chris Brown (D)
- Judge of the Court of Common Pleas (Domestic Relations Division): . . . . . Kelley Gabrielle Boller (D)
- Judge of the Court of Common Pleas (Domestic Relations Division): . . . . . Lasheyl N. Stroud (D)
- Judge of the Court of Common Pleas (Probate): . . . . . Chris Junga (R)
- County Auditor: . . . . . Michael Stinziano (D)



CEA Endorsed Issues:

- #3 To require voters to present photo identification in order to vote: Oppose
- #5 Bexley City School District Proposed Bond Issue & Income Tax: Support  
Delaware Area Career Center Proposed Tax Levy (Renewal & Decrease): Support  
Pickerington Local School District Proposed Income Tax Increase: Support
- #6 South-Western City School District Proposed Bond Issue: Support
- #7 Upper Arlington City School District Proposed Tax Levy & Bond Issue: Support
- #8 Proposed Columbus Charter Amendment (By Petition): This proposed amendment would limit the ability to vote for candidates for Columbus City Council to only those electors living within the districts that those candidates seek to represent. (Our City Our Say)
- #9 Proposed Columbus Charter Amendment (By Council) This proposed amendment would limit the ability to vote for candidates for Columbus City Council to only those electors living within the districts that those candidates seek to represent. The amendment adds two (2) at-large council representatives to be elected in 2027, and an additional two (2) at-large council representatives to be elected in 2029. All at-large council representatives will be elected for four (4) year terms. The amendment includes provisions for transitioning from the current nine (9) member Council to an eleven (11) member Council and then subsequently to a thirteen (13) member Council, allowing for the ongoing staggering of terms.

Vote Tuesday, Nov. 3

IN-PERSON ABSENTEE VOTING, Franklin County Board of Elections

1700 Morse Road, Columbus, Ohio 43229

DATES AND HOURS (subject to change)

EARLY VOTING DATES AND HOURS

November 3, 2026 - General Election

October 6-9 (Weekdays Only Tuesday-Friday) . . . . . 8 a.m. - 5 p.m.

October 12-16 (Weekdays Only - Monday-Friday) . . . . . 8 a.m. - 5 p.m.

Weekday Voting and Saturday Voting

October 19-23 (Weekdays Only - Monday-Friday) . . . . . 8 a.m.-5 p.m.

Saturday, October 24 . . . . . 8 a.m.-4 p.m.

Fourth and FINAL Week of Early Voting - Extended Weekday Hours & Weekend

Monday, October 26 . . . . . 7:30 a.m. - 7:30 p.m.

Tuesday, October 27 (Last Day to Request Absentee Ballots) . . . . . 7:30 a.m. - 8:30 p.m.

Wednesday, Oct. 28-Friday, Oct. 30 . . . . . 7:30 a.m. - 7:30 p.m.

Saturday, October 31 . . . . . 8 a.m. - 4 p.m.

Sunday, November 1 - Final Day of Early Voting . . . . . 1 - 5 p.m.

Ohio law now requires all absentee ballots be received by 7:30 p.m. on Election Day. Your absentee ballot MUST be received no later than 7:30 p.m. on Election Day.

The CEA Master Agreement is set to expire in fewer than 692 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.ceahio.org/wp-content/uploads/2026/09/Grievance-2609028-07.pdf>

## Is FMLA right for me?

The Family Medical Leave Act (FMLA) requires employers to provide eligible employees with up to twelve (12) weeks of unpaid, job-protected leave during a rolling calendar year for the following reasons:

- Incapacity due to pregnancy, prenatal medical care, or childbirth.
- To care for the employee's child after birth, or placement for adoption or foster care.
- To care for the employee's spouse, child (under age 18), or parent who has a serious health condition.
- A serious health condition that makes the employee unable to perform the employee's job.
- Certain military-related, qualifying exigencies.

Family Medical Leave may consist of paid leave, unpaid leave, or a combination of both, depending on the your leave balances and your medical care provider's recommended period of absence.

In the event of a leave of absence for FMLA, intermittent FMLA, or medical leave, your accrued time will be processed in the following order until all available time is exhausted: sick time, personal time, vacation time.

Intermittent/Reduced Schedule FMLA - Twelve (12) weeks of unpaid leave during a calendar year can be used for intermittent family medical leave. You must have a medical need for such leave, and it must be that such medical need can best be accommodated through an intermittent or reduced leave schedule.

During FMLA Leave, Columbus City Schools must maintain your health coverage under any "group health plan" on the same terms as if you had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

FMLA Family Illness - an absence as a result of a family member's serious health condition, as defined under the FMLA. Approval from Human Resources or Broadspire is required for FMLA eligibility to cover illness for a family member defined as "a spouse, child or parent."

FMLA Personal Illness - an absence as a result of a serious health condition, as defined under the FMLA. Approval from Broadspire is required for use of paid time to cover approved family medical leave.

To be eligible for FMLA: You must be employed for at least one (1) year (Substitute employment is not considered permanent employment) and have worked at least 1,250 hours within the previous 12-month period. Broadspire will track and approve or deny FMLA eligibility. Please note that you must use your available sick time before an unpaid leave can be approved.

For more information on FMLA, contact CCS at 614-365-6791 or [leavesofabsence@columbus.k12.oh.us](mailto:leavesofabsence@columbus.k12.oh.us). To begin the FMLA application process, contact Broadspire at 888-578-8561 or visit [www.myleavetech.com](http://www.myleavetech.com).

## 2026 Mini Grant Application Window is (almost) Open!

The CEA Foundation Mini Grant application window opens on Sept. 28 at 9 a.m.! The application window will close at 4:30 p.m. on Oct. 19, 2026, to align with the first Records Day of the year. To apply for this year's CEA Foundation Mini Grants, make sure to sign in to your personal Google Drive and go to 2026 Mini Grant Application.

There have been significant changes to the Mini Grants:

- There will be only two categories this year, both with grants eligible up to \$500. One of the grant categories will continue to be for new educators only, the other will be for everyone else, encompassing all categories. It works best to complete the application on a Chromebook, laptop, or desktop.
- ALL Mini Grant winners will be asked to fill out a W-9 form.

## Know Your Contract: Extended Time Pay Process Now Digital

In August of 2025, CEA members voted to ratify the *2025–2028 CEA Master Agreement* with a number of new provisions. One of them was the District's intent to roll out a fully digitized process for CEA members to submit and track payments for extended time for the 2026–2027 school year. Your Union is pleased to announce that beginning October 1, the District will officially transition to this system.

The extended time form has officially transitioned to a fully digital workflow in SCView.

Link <https://auth.myscview.com/Identity/Account/Login>

This solution eliminates paper forms, simplifies submissions, and allows CEA members to follow the form through the various approval processes.

Go to: <https://www.ceahio.org/wp-content/uploads/2026/09/SOP-Extended-Time-Employee-3.pdf> to access the Standard Operating Procedure Instructions for SCView.

To view a video of how to use SCView, go to <https://www.youtube.com/watch?v=M8joLe2-jXc>.

If you have any questions or need assistance submitting a form, please reach out by emailing [scview@columbus.k12.oh.us](mailto:scview@columbus.k12.oh.us)

## 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.ccsok.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.

# 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.

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>.

## 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](https://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.

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| <b>Special Notes</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |  |
| <p><b>Make a donation to the Catastrophic Sick Leave Bank:</b> 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: <b>Dawn Berenzweig, Displaced;</b> and <b>Jennifer Burley, Displaced.</b> To donate, complete the Catastrophic Sick Leave Donation Form, available on the CEA and CCS websites. Submit the completed form to leaveso-fabsence@columbus.k12.oh.us.</p> |  |
| <p><b>Due to vacancies on the Board of Governors and OEA Delegates for 2026–2027,</b> there will be a <b>Special Election.</b> CEA is electing candidates for the <b>unexpired term of Governor for District 7 (2028), High School Governor-at-Large (2029) and OEA Delegate (2026–2027).</b> Declaration runs from <b>Sept. 28 through Oct. 9.</b> Voting runs from <b>Oct. 21 through Nov. 4.</b></p>                                                                                                                                                                                                                                                                             |  |
| <p><b>PLEASE CONSIDER MAKING AN ORGAN DONATION! A transplant is needed for CEA Member Robyn Chernack,</b> Intervention Specialist at <b>Cedarwood ES.</b> 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: <a href="http://bit.ly/40y23zN">bit.ly/40y23zN</a>.</p>                                                                                                         |  |
| <p>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. <b>Step 1:</b> Click "JOIN" on the homepage at <a href="http://www.ceaohio.org">www.ceaohio.org</a>; <b>Step 2:</b> Download the CEA Membership Form to your device and complete it. (It is a fillable pdf for your convenience); <b>Step 3:</b> Email the completed form to <a href="mailto:membership@ceaohio.org">membership@ceaohio.org</a>. Call CEA at (614) 253-4731 with questions.</p>                                                                                                                                   |  |
| <p><b>Bank where you belong!</b> All CEA members and their families can become members of <b>Education First Credit Union!</b> Enjoy exclusive financial benefits, low-rate loans, high-yield savings, and personalize service. Join today at <a href="http://www.educu.org">www.educu.org</a>.</p>                                                                                                                                                                                                                                                                                                                                                                                 |  |

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](mailto:sra.johnson@outlook.com)




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