ceaVOICE™

John Coneglio
President

www.ceaohio.org

Volume LVI, No. 11 | The Columbus Education Association | October 26, 2026

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)

TBS
Teachers for Better Schools

- 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

EARLY VOTING DATES AND HOURS

IN-PERSON ABSENTEE VOTING, Franklin County Board of Elections
1700 Morse Road, Columbus, Ohio 43229
DATES AND HOURS ARE SUBJECT TO CHANGE.

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 664 days.

929 East Broad Street • Columbus, Ohio 43205 • (614) 253-4731 • Fax: (614) 253-0465

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/2026/10/Grievance-261026-11.pdf**

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
October	**East Columbus ES**	Request to split content lead	Approved
October	**Duxberry Park ES**	Provide PreK with UA specials	Approved
October	**Leawood ES**	Split content lead	Approved
October	**Independence HS**	Split department chairs	Approved
October	**Devonshire ES**	Request to split content lead	Approved
October	**Northland HS**	Request to allow for remote and in-person conferences	Approved
October	**Ridgeview MS**	Request to utilize CORE-E for intervention and instruction	Approved

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 **bit.ly/4z1VZyW** 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.

Be A Poll Worker

Recently, your Union signed a Letter of Agreement (LOA) with the district regarding members being poll workers for the General Election on Tuesday, Nov. 3. Members may use their personal leave to work the polls on Election Day. However, members will still be required to make up the half-day of Professional Development scheduled on Nov. 3 prior to the end of the 2026–2027 school year. For more information, consult the LOA at **https://bit.ly/loaceapoll**.



Special Fall CEA Election

The position of Governor for District 7 was won by acclamation by Mary Hoffman (Buckeye MS) to fulfill the unexpired term. Due to a vacancy on the CEA Board of Governors, there will be a Fall Special Election for one High School Governor At-Large. The following CEA members have submitted their declaration forms for the position:

Clarence Daniels, Jr. (Mifflin HS)
Chris Monteiro (Northland HS)
Chris Weyand (Ft. Hayes Arts & Academic HS)

Campaigning is underway and ends Nov. 4, 2026. Ballots will arrive in buildings the week of Oct. 19, 2026. Voting began Wednesday, Nov. 4, 2026. Ballots will be collected and tallied by the Election Committee on Thursday, Nov. 5, 2026. Call Brittany Pierce, CEA Election Co-Chair, at (440) 225-2631 or Christy Burchfield, CEA Election Co-Chair at (614) 886-2807 with any questions.

Had a Qualifying Life Event?

Outside of Annual Open Enrollment, there is only one other time that you can change your benefit elections: when a Qualifying Life Event (QLE) occurs. Approved QLE's are listed below.

If you experience one of these events, you will need to start a QLE in Employee Self Service by providing the date of the event as well as supporting documentation. Once the documentation is approved by the Benefits Team, you will be sent an email with instructions on how to elect your new benefits.

Go to bit.ly/4yCSaQh for instructions on completing a QLE. **IMPORTANT NOTE: QLE's must be submitted within 30 days of when the event occurred! Otherwise, you will have to wait until the next Annual Open Enrollment to change your elections.**

Reach out to the Benefits Team with any questions at (614) 365-6475 or benefitquestions@columbus.k12.oh.us.

Event	Description
Adoption or placement of child	If you have adopted or gained custody of a child, please use this life event. The date of the event should match the date of the adoption/custody paperwork. You have 30 days from the date of the life event to complete the entire enrollment process. For questions contact 614-365-6475 or benefitquestions@columbus.k12.oh.us.
Beneficiary update	This life event allows you to update the beneficiary on your Board Sponsored life insurance policy. The beneficiary designated on your board paid policy will also apply to your supplemental policy. If you have a Term Life policy with Allstate, you will need to contact iBTR at (614) 401-5172 to update your beneficiary information for that policy.
Birth of child or children	If you have recently had a baby, please use this life event. The date of the event should match the date of birth on the birth certificate. You have 30 days from the date of the life event to complete the entire enrollment process. For questions contact (614) 365-6475 or benefitquestions@columbus.k12.oh.us.
Death of dependent	If your covered dependent has passed away, please use this life event. The date of the event should be the official date of death.
Divorce	If you have divorced from your spouse, please use this life event. The date of the event should match the date of the divorce documents. You have 30 days from the date of the life event to complete the entire enrollment process. For questions contact (614) 365-6475 or benefitquestions@columbus.k12.oh.us.
Loss or gain of coverage	If you or your dependent has lost or gained other benefits coverage, please use this life event. The date of the event should match the first date you lost or gained other coverage. You have 30 days from the date of the life event to complete the entire enrollment process. For questions contact (614) 365-6475 or benefitquestions@columbus.k12.oh.us.
Marriage	If you have recently married, please use this life event. The date of the event should match the date of the marriage license. You have 30 days from the date of the life event to complete the entire enrollment process. For questions contact (614) 365-6475 or benefitquestions@columbus.k12.oh.us.
Legal separation	If you have legally separated from your spouse, please use this life event. The date of the event should match the date of the separation documents. You have 30 days from the date of the life event to complete the entire enrollment process. For questions contact (614) 365-6475 or benefitquestions@columbus.k12.oh.us.

Know the Contract: Covering a Colleague's Class

Sometimes teachers are absent from the classroom and there is no sub to teach that day. Section 209.04 of our contract addresses this situation.

In elementary schools, when a member of the bargaining unit is absent for one half a school day or more and no substitute is available, the absent teacher's assignment shall be divided among the teaching staff. Divided students remain with the receiving teacher.

In middle and high schools, the assignment shall be rotated among the teaching staff. Middle and high school teachers can be assigned to cover the class of an absent colleague during their planning period or their duty period. Only coverage during a teachers' conference period is paid.

Your Union has been receiving reports of administrators "thinking outside of the box" and coming up with new and innovative ways to violate the Master Agreement with regards to class coverage, with offers of extra money. This includes, but is not limited to:

- Elementary administrators assigning an entire class to one teacher instead of dividing it up among the teaching staff.
- MS/HS administrators assigning a teacher to supervise multiple classes that have been combined into a "super class" during their conference or duty period.
- MS/HS administrators dividing students up and assigning them to MS/HS teachers during one of their five instructional sections instead of their conference or duty period.



If your administrator asks or assigns you class coverage in violation of the *CEA Master Agreement*, please speak with your Faculty Representative or call the CEA Office immediately at (614) 253-4731.

United Way

When you give to United Way, you're joining a movement to set our children and the entire community on a path to success for generations to come. Your generous contribution stays here, in the place you call home. With our long history as a trusted convener, United Way is uniquely positioned to bring together educators, corporations, non-profits and government entities, as well as donors and volunteers like you, to ensure every child has the resources and opportunities necessary to succeed in school and life. Join us in our vision for a stronger, more equitable community and give today. The campaign ends Friday, Oct. 30.



Spring 2027 Fee Waivers

The application period runs from **Oct. 26–Nov. 12, 2026**, **closing at 11:59 p.m.** Access the online application from home or work using your CCS email username and password. Have your college ID number available when applying. You will automatically be sent a confirmation email once your application is submitted. Log in at **bit.ly/4jhgJM3** to complete the application. If you have Priority I or Priority II status, upload the proper documentation with your online application. Documentation is required with each fee waiver process. Your priority status will change without the proper documentation.

Go to **bit.ly/4y2IOgd** for assistance with frequently asked questions, links to each of the universities, priority status, and documentation guidelines. Call (614) 365-5039 or email feewaivers@columbus.k12.oh.us if you need assistance.

Class Size Matters

The CCS administration has to make a concerted effort to complete initial class size adjustments within the first 19 student attendance days of the school year. Oct. 1 was the deadline to reorganize classrooms that exceed the class size guidelines prescribed in Article 301 of our *Master Agreement*.

Here are the size limits:

- K–5: No more than 27 students each
- EL classrooms: K–5 No more than 15 students per EL class time; 6–12 maximum of 100 EL students
- Middle school: No more than 33 students per class and 150 students per day.
- High school: No more than 34 students per class and 150 students per day.
- High school or middle school non-academic classes (computer, physical education and music) must not exceed the number of pupil stations. For instance, assigning 35 students to a computer class with 30 computers would be a violation of the contract.

If at any time class sizes exceed contractual limits, a reorganization must take place. If you have any questions about class size, call the CEA Office at (614) 253-4731.

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.ceaohio.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

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: **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.

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.

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**.

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