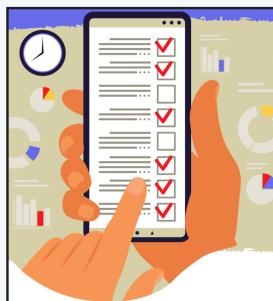


Calendar Survey Results

The survey results for the 2025–2026 school year are complete. We want to thank the 2,200+ CEA members for participating. We will present your preferences to the joint CEA/CCS calendar committee. Per state law, the school board will hold a public hearing at least 30 days before adopting the calendar. Here are your preferences:



- Teachers report Monday, Aug. 18, 2025
- Fall Break: Monday, Nov. 24–Friday, Nov. 28
- Winter Break: Dec. 22, 2025–Jan. 4, 2026
- Spring Break: Apr. 3–10, 2026
- Last day for students: May 28, 2026
- Last day for teachers: May 29, 2026

A breakdown of the survey responses is given below with the majority choices in **bold**:

- Begin and end of the 2025–2026 school year:**
- Thursday, Aug 14, to Wednesday, May 29 **13.56% (303)**
- Monday, Aug. 18, to Friday, May 29 62.09% (1,387)**
- Monday, Aug. 25, to Monday, June 1 24.35% (544)
- Professional Development for 2025–2026:**
- Prefer to have PD days spaced out over the entire year **85.68% (1,914)**
- Prefer to have PD days “frontloaded” before first day of school 14.32% (320)
- Fall Break (Monday, Nov. 24, to Friday, Nov. 28):**
- Yes **97.27% (2,173)**
- No 2.27% (61)
- Begin and end of the 2025–2026 Winter Break:**
- Monday, Dec. 22 to Sunday, Jan. 4 **86.08% (1,923)**
- Wednesday, Dec. 24 to Tuesday, Jan 6 13.92% (311)
- Begin and end of the 2025–2026 Spring Break:**
- Monday, Mar. 16 to Friday, Mar. 20 and Friday, Apr. 3 **27.62% (617)**
- Friday, Apr. 3, to Friday, April 10 **72.38% (1,617)**

Bargaining Update

An in-person bargaining town hall/training will be held **Nov. 7, 2024**. At this meeting, CEA members will learn how the bargaining process works, learn about engagement opportunities, and share ideas for the member survey on bargaining. The meeting will be held at the **Plumbers & Pipefitters Local Union Hall** (1250 Kinnear Rd.) from **4:30–6:30 p.m.** Members attending the entire training will be eligible for 0.2 CEUs. **You must be a CEA member in order to attend this meeting.**



Bargaining Issues Survey

On Friday, Oct. 11, a link to the Bargaining Issues Survey was sent to your personal email address. This survey will remain active until midnight on **Sunday, Nov. 10**. This is your opportunity to have your concerns heard. All of the proposals submitted through the survey, as well as items discussed and submitted during the town halls will be compiled into a Bargaining Priorities Survey. For security reasons, you will not be able to open the survey on a district computer or your own device while connected to district wifi. If you did not get a link to the survey, and have checked your clutter, junk, and spam folders, send an email from your personal email account to tellcea@ceahio.org with your name and building/unit.

Records Day is Remote

On Wednesday, Oct. 23, there will be no PD pullouts, no forced TBTs, no suggested meetings by supervisors or administrators. This is your day to spend working remotely on whatever professional items you need to do such as grade cards, progress reports, IEPs, RIMPs, lesson plans, etc. Records Day is a work day. All members are expected to work at their regular start time and work the full day. Let’s show everyone how valuable this day is to us by taking full advantage of the time we have to get those things done that take valuable time away from our ability to provide additional support for our students.

PAR Consulting Teachers Needed

Columbus City Schools is opening the pool for Peer Assistance & Review (PAR) Consulting Teachers. Current certificated CEA members who want to grow as a teacher leader are encouraged to apply. Applications will be accepted from those who meet the selection criteria to be placed in the PAR Pool for consideration based on district needs. Those selected will remain active in the PAR Pool for five years. In addition to submitting a letter of interest and a résumé, each applicant is required to have three letters of reference from the following: current building administrator, current CEA SFR, and a professional reference. Go to <https://bit.ly/3zxsOuK> to download a copy of the job description.



All documents are to be submitted to CEA President John Coneglio at the CEA Office 929 East Broad Street Columbus, OH 43205 by 4 p.m. on Oct. 31, 2024. This is a selective interviewing process. Selection to be in the PAR Pool does not mean an immediate placement.

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The campaign ends Friday, Nov. 1. Questions, contact your faculty representative or CEA Vice President Phil Hayes at (614) 253-4731.

Open Enrollment — It’s Required

During Open Enrollment (**ends Oct. 25**), all benefits-eligible bargaining unit members must do one of the following:

1. Reconfirm any current benefit elections
2. Elect or make changes to benefits (add or delete dependents, update beneficiary information, etc.)
3. Waive coverage

Employee Self Service (ESS) will be used for the 2025 Open Enrollment process. Make sure you are able to log on to ESS PRIOR to the start of Open Enrollment. Benefit choices made during Open Enrollment will be effective Jan. 1, 2025. This year’s Open Enrollment is completely virtual. To participate in Open Enrollment, benefits-eligible bargaining unit members can:

1. Log into ESS to make your elections for core benefits (Medical, Dental, Vision, FSA and Life), you do not need a counselor.

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 302 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. To view each grievance in its entirety, go to <https://www.ceahio.org/wp-content/uploads/2024/10/Grievance-241021-10.pdf>.

Building/Unit Admin.	Statement of Grievance	Relief Requested	Disposition
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that...	Awaiting Step 2 hearing.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-...	Grievant shall be made whole in every way, including but not limited to the following: The Board shall remove all references to the Written Reprimand...	Board of Governors voted to approve moving the issue to...
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022-2025 CEA/...	The grievant shall be made whole in every way, including but not limited to the following, the Written Reprimand issued on May 8, 2024, shall be withdrawn. ...	Requested to be filed at Step 2.
CCS Administration	On or about June 27, 2024, Executive Director of Labor Management and Employee Relations John Dean, acting in his capacity as agent...	Grievants shall be made whole in every way, including but not limited to: The BOARD shall immediately implement all programs/initiatives approved by the...	Advanced to arbitration.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the MOU - Working Agreement for Building...	Grievants shall be made whole in every way, including but not limited to: The board shall immediately rescind notices of nonrenewal and issue one year...	Advanced to arbitration.
CCS Administration	During the 2023/2024 School Year, grievant performed BOARD authorized supplemental services for which she has not been compen...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for all 2023-2024 BOARD-au...	Step 2 hearing held. Awaiting response.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration failed to provide...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide students equitable access to...	Step 2 hearing held. Awaiting response.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/ Administration's unilateral expansion of the...	The grievants shall be made whole in every way including, but not limited to the following: The Board/Administration shall immediately rescind the directive...	Step 2 hearing held. Awaiting response.
CCS Administration	The Columbus City Schools Board of Education and/or its Agents violated, misinterpreted, and/or misapplied negotiated provisions of the...	Grievant shall be made whole in every way, including but not limited to the following: Grievant shall immediately be paid in full for 2024-2025 supplemen...	Filed at Step 1.
CCS Administration	Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provision of the 2022-2025 CEA...	The grievance shall be made whole, and every way, including, but not limited to the following, the administration will make every feasible effort as soon as...	Filed at Step 1.

Continued from Page 1

- If you do need support with making your elections through ESS, meet online with an iBTR Benefits Counselor. Visit **iBTR Meeting Scheduler** or call (614) 379-8531 to schedule your call center enrollment meeting ahead of time. Appointments will be available Monday-Friday, 8 a.m.-7:30 p.m. The iBTR Enrollment Counselor will be able to complete both Core and Voluntary Benefits enrollment on your behalf.
- Use ESS to confirm, change or waive your benefit elections. CCS must report health care coverage information for its employees and their dependents to the federal government. Verify that the Social Security numbers entered into ESS for you and your dependents are correct.
*Note: If you are enrolling a new dependent, you will need to verify their eligibility. Be on the lookout for communication from BMI, the District's dependent verification administrator.
- You must meet with an iBTR Benefits Counselor online or over the phone to **make, change, or terminate** elections for your Voluntary Benefits which include: Whole Life Insurance, Short-Term Disability, Long-Term Disability, Critical Illness Insurance, Accident Insurance, Hospital Indemnity, ID Theft Protection, Pet Insurance, and Term Life Insurance.

If you have questions regarding the Open Enrollment Process, contact CCS Benefits Department at (614) 365-6475 or benefitquestions@columbus.k12.oh.us.

PAR Presents...

The Peer Assistance & Review (PAR) Program facilitates professional development sessions which are open to all CCS educators. Call the PAR Office at (614) 365-5110 for more information.

Nov. 12 Jan. 14	Cricut in the Classroom (PDS #70739) This is a series and participants must attend all sessions to receive CEUs 889 E. 17th Ave Columbus 43211 • 4:30-6:30 p.m.
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Apply for a Mini Grant until Oct. 23

The CEA Foundation Mini Grant application window will close at 4:30 p.m., Oct. 23, 2024, to align with the first Records Day of the year. To apply, sign in to your personal Google Drive and go to <https://bit.ly/ceaminigrant> or scan the QR Code. There are four Mini Grants CEA Members may apply to:



Mini Grant	Who is Eligible to Apply	Maximum Award Amount
Early Career Educator	CEA Members in years 1-5	Up to \$450
General	All CEA Members	Up to \$400
SEL/PBIS	All CEA Members	Up to \$400
STEAM/STEM	All CEA Members	Up to \$600

A few reminders:

- This is the only application window.** If you have a project planned for the spring, you will need to apply during this application window.
- Read the application carefully.** It works best to complete the application on a Chromebook, laptop, or desktop.

- You must be in your personal Google Drive, not your CCS Drive.
- There is a new Mini Grant email: ceaminigrants@gmail.com.
- There are two ways to contact the Mini Grant Committee if you have questions during the application process. Go to ceaminigrants@gmail.com or call or text Tracie Helmbrecht at (614) 398-1201.

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 have been approved for Catastrophic Leave and are in need of donated days: **Erin McIntyre, West Mound ES (Building Sub); Jewelicia Reedus, CEC (displaced) and Shirley Caldwell, Sherwood MS.** 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.

CECE (Columbus Early Career Educators): SAVE THE DATE!

Attend the **October Social at Ohio Brewing Co.** on Friday, Oct. 25, 4:30 p.m. There will be a Halloween/Union Trivia Contest. Questions? Send a message to columbuscece@gmail.com. Stay Connected for more information.



Professional Leave: At the beginning of each school year, there is \$200,000 available to bargaining unit members to pursue professional development opportunities outside the school district. These include taking a course, 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. Apply as soon as you know the date of your conference.

Retiring? Avoid OTES: Bargaining unit members who are planning on retiring during the 2024-2025 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, Nov. 1.** You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. Go to <https://www.csoh.us/Page/2340> To download retirement information or access the Google form to submit notification of retirement. You can contact Teri Mullins, CEA Staff Consultant at (614) 253-4731 with questions.

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