

The Voice

Rhonda Johnson, President

www.ceahio.org

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Columbus Education Association

August 27, 2007

Welcome back! You've got a lot to be proud of...

Dear Colleagues,

Over the summer, we got some good news. Columbus Public Schools achieved its highest rating yet on the state report card.

We have earned the *Continuous Improvement* rating, with a Performance Index Score of 80.5.

Since 2001, students have steadily performed better on standardized tests. The district's Performance Index Score has increased by 17.7 percentage points. And the district meet federal Adequate Yearly Progress (AYP) goals in 42 of 42 categories and sub-categories of the Ohio Report Card rating system.

I want to take the time to let all of you know: You played a big part in this success, motivating and guiding our students.

Superintendent Gene Harris touched on these points at her press conference and on the district's Website. Her words: "I offer special kudos to our teachers. I know this news will become the motivation we all need to push ourselves to reach even higher levels of academic achievement."

But we at CEA know the story is much broader. We know that achievement and growth happen because of your dedication: long hours of planning, increased attention to student needs, and a greater effort to see how children are faring at school and at home. Without your sweat, your expertise, your creativity—without the extra time spent with your students, the increased responsibilities of quarterly assessments, goal-setting, and more targeted staff development—this could not happen.

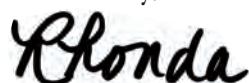
It also could not happen without a true team approach: administrators and teachers working together to identify trouble spots and to apply strategies to address them.

As we begin a new school year, we go in with the same challenges: the largest number of English language learners (ELLs) in the state; a high poverty rate; new challenges to implement schedule changes and conform to reporting requirements. But we can help our students achieve. We have proven that.

This year, we continue with a number of tools. We have new reading textbooks with new strategies to help readers at all levels. We are working on new ways to approach discipline and to encourage positive behavior in our school buildings. And a new joint labor-management committee promises to pave the way for discussion about serious district issues.

As we begin the 2007–2008 school year, let's keep up the positive energy. It truly takes a staff, as well as a community, to help make the lives of children better.

In solidarity,



Rhonda Johnson, President
Columbus Education Association



Rhonda Johnson
CEA President

Salary schedules for 2007-2008

New salary schedules for this school year are provided in the charts below. The amounts reflect a 3.25 percent salary increase that keeps CPS competitive with other urban school districts. Details about the salary policies are found in the *CEA Master Agreement* beginning on page 103 and on the CEA Website at www.ceahio.org.

902.11 Effective August 27, 2007, Teachers and School Nurses possessing a valid School Nurse certificate, shall be paid in accordance with the following:

Yrs Exp	BA	BA+	MA	MA+	PhD
0	39,795	39,795	40,788	41,560	44,220
1	39,795	39,795	42,406	43,252	46,020
2	39,795	40,935	44,098	44,981	47,860
3	41,376	42,553	45,863	46,746	49,738
4	43,031	44,282	47,702	48,622	51,734
5	44,760	46,047	49,615	50,571	53,808
6	46,525	47,886	51,601	52,594	55,960
7	48,401	49,799	53,661	54,727	58,230
8	50,350	51,785	55,794	56,897	60,538
9	52,337	53,844	58,037	59,177	62,964
10	54,433	56,014	60,354	61,531	65,469
11	56,640	58,258	62,782	63,995	68,091
12	58,883	60,575	65,283	66,570	70,830
13	61,237	63,002	67,894	69,218	73,648
14	63,701	65,540	70,616	72,013	76,622
15	63,701	65,540	70,816	72,213	76,822
19	65,110	66,949	72,225	73,622	78,231
23	67,272	69,111	74,387	75,784	80,393
27	70,260	72,099	77,375	78,772	83,381
30	73,387	75,226	80,502	81,899	86,508

903

Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective August 27, 2007, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$28.77 per hour.

904

Full-Time Hourly Professional Employees

904.01 During the term of this Agreement, full-time hourly professional employees (other than "tutors" who are governed by Chapter 1000) shall be paid in accordance with the following: (Full-time is a minimum of six (6) hours per day on a regular basis.)

B. Effective at the beginning of the pay period in which August 1, 2007, occurs:

Years of Experience	Hourly Rate
0, 1 or 2	\$31.42
3, 4 or 5	32.59
6 or more	33.79

1010

Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective August 27, 2007:

Years of Experience	Hourly Rate
0, 1 or 2	\$28.77
3, 4 or 5	29.79
6, 7 or 8	30.82
9 or more	31.84

1105.01 Latchkey teachers shall be paid at the following rate per hour for work time that is authorized and approved by the Supervisor of Early Childhood Education or designee:

Effective Date	Hourly Rate
August 27, 2007	\$29.30

Salary rankings

Every year, the OEA magazine *Ohio Schools* features a comparison of teacher salaries in Ohio. Listed in the report are the top 25 and the bottom 25 school districts at various salary steps for the nearly 700 in Ohio. We are not certain what happened, but the Columbus data was missing. In the *Top BA Minimum* column, our starting salary would have been listed as \$39,795. This amount places Columbus second highest in the state.

The *Top Career Rate* column is based on a Master's Degree and eleven years of experience. The Columbus salary is \$62,782 for that column, falling just \$100 short of the top 25. The *Top MA Maximum* column lists the highest salary step prior to longevity steps. At step 15, the salary for Columbus teachers is \$70,816, placing us just outside the top 25 districts. This amount does not, however, represent the top of our salary schedule.

Over the years, we have negotiated four longevity steps. The maximum salary with a Master's Degree is \$80,502, and the Ph.D. maximum salary is \$86,508. It is important that the Columbus salary schedule remain competitive with our peers around the state. This is the best way to attract and retain the most competent, qualified staff.

CEA fall elections

In compliance with the *CEA Constitution*, the Association Secretary announces open positions and dates for the CEA fall elections. The following positions are open: One Middle School Governor-At-Large, Governors for Districts 1, 4 and an unexpired term for District 8 and OEA delegates and alternates to the 2007–2008 OEA Representative Assemblies.

Members may declare their candidacy for these positions from Aug. 29–Sept. 7. Candidates may campaign for these offices from Sept. 10–14. Voting will take place in all building/units from Sept. 25–Oct. 8. The Elections Committee will tabulate the votes on Oct. 9.

Make your voice heard through TBS

One of CEA's main functions is to chart the issues and track the progress of elected officials. Our chief vehicle is our political-action arm, Teachers for Better Schools (TBS).



TBS keeps its eye on the political arena. It raises money for political candidates, levy and bond campaigns and other ballot issues affecting Columbus teachers and the school community. At election time, TBS screens candidates for various offices and makes recommendations to the TBS Board. The board sends its approved list to the CEA Board of Governors. The board then makes endorsement recommendations to the CEA Legislative Assembly, consisting of CEA's elected faculty representatives.

Our process of endorsement is highly respected and sought out by all candidates. CEA does not use any dues money to promote individual candidates or issues. Instead, teachers join TBS separately. Contributing through payroll deduction even a small contribution makes a huge difference. A contribution of only \$1 per payday amounts to thousands of dollars to help CEA continue its efforts to make sure elected officials are serving the interests of our schools and our students.

Support this effort. Membership in TBS is the optimal way you can make your voice heard. For a payroll deduction form, surf to: http://www.ceahio.org/staticDocs/tbs_form.pdf or call the CEA office.

Teacher Talk

Teacher Talk, sponsored by CEA, is one of the longest-running radio programs in Columbus, and it's beginning its 20th year of broadcast this fall. Hosted by retired CPS teacher and CEA-R member Sue Misiak, *Teacher Talk* is featured on WCBE, 90.5 FM, at 7 p.m., the first and third Tuesdays of each month, right before the rebroadcast of the Columbus Board of Education meetings.

Sue brings a variety of guests and topics to each half hour program, from interviews with CEA President Rhonda Johnson and the superintendent to close-up looks at such issues as charter schools and discipline. This is *your* program, so tune in for conversation and thoughtful discussions about educational topics of interest to *you* on *Teacher Talk*.

Making Strides Walk-A-Thon

It is time to start organizing your school or department's Making Strides Against Breast Cancer team. By joining forces with hundreds of thousands of walkers and volunteers nationwide, you will be a part of a powerful movement that brings hope for a future without breast cancer.

CEA will have our kick-off at the first Legislative Assembly on Thursday, Sept. 13. Call the CEA office for information on how we can make this a successful event for everyone. If you want to walk, and your school doesn't form a team, you can still participate. Please call Ezetta Murray at CEA (253-4731) if you have any questions.



Special notes

- Members who desire to **change from payroll Plan A (21 checks) to Plan B (26 checks) or from Plan B to Plan A** must do so by 5 p.m. on Friday, August 31. CEA recommends hand delivery of change forms. Forms are available at your school or at the Payroll office.
- Fee waiver applications** should be in teachers' mailboxes on **Monday, Aug. 27, 2007. Applications are due back to Northgate by Friday, Aug. 31, by 5 p.m.** If you have Priority I or Priority II status, please be sure to include the proper documentation with your completed application. **Applications without documentation will be processed as Priority III status.**
- All teachers are invited to join the **Schoolmasters Bowling League**. They bowl Wednesday nights at 4:30 p.m. at Main Lanes in Whitehall. The cost is only \$8 per week. Bowlers (3 per team) and subs are welcome. There will be an organizational meeting on Sept. 5, and bowling will start on Sept. 12. Please contact Steve Hiner at (614) 440-8095 if interested.
- The **CEA Legislative Assembly** will meet on **Thursday, Sept. 13**, at the **Hyatt Regency Columbus**. Registration will begin at 3:30 p.m., and the meeting will start at 4:30 p.m. FRs should *RSVP* by calling CEA at 253-4731 or emailing Judy Nelson at jnelson@ceahio.org.

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

Please contact us today and allow our experience to work for you.
(614) 461-4455 or www.cloppertlaw.com