

# The Voice

[www.ceahio.org](http://www.ceahio.org)

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Columbus Education Association

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## Corrected salary schedule

Editor's note: Some of the figures in the salary schedule in the August 25, 2008, issue of *The Voice* were incorrect. We have reprinted the accurate information below. We apologize for any inconvenience we may have caused.

**902.11** Effective August 25, 2008, Teachers and School Nurses possessing a valid School Nurse certificate, shall be paid in accordance with the following:

Years Experience	Community Schools	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree Plus 30 Semester Hours	Ph.D.
0	30,045	40,789	40,789	41,807	42,599	45,325
1	31,252	40,789	40,789	43,466	44,333	47,171
2	32,496	40,789	41,958	45,200	46,105	49,057
3	33,815	42,410	43,617	47,009	47,914	50,982
4	35,135	44,107	45,388	48,894	49,837	53,028
5	36,567	45,878	47,198	50,855	51,835	55,153
6	36,567	47,688	49,083	52,890	53,908	57,359
7	36,567	49,611	51,043	55,001	56,095	59,686
8	36,567	51,609	53,079	57,188	58,319	62,052
9	36,567	53,644	55,190	59,487	60,656	64,538
10	36,567	55,793	57,414	61,862	63,069	67,106
11	36,567	58,055	59,714	64,350	65,595	69,794
12	36,567	60,354	62,089	66,914	68,233	72,601
13	36,567	62,767	64,557	69,591	70,948	75,489
14	36,567	65,293	67,178	72,380	73,813	78,538
15	36,567	65,293	67,178	72,580	74,013	78,738
19	36,567	66,737	68,622	74,024	75,457	80,182
23	36,567	68,953	70,838	76,240	77,673	82,398
27	36,567	72,016	73,901	79,303	80,736	85,461
30	36,567	75,221	77,106	82,508	83,941	88,666

## Got a child in college?

CEA offers a wonderful benefit to our members: \$750 scholarships for the children of our members who are attending college.

To be eligible, students must be college seniors during the 2008–2009 school year and must maintain a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus schools for four years prior to the application date and must be continuous CEA members.

A number of documents are required. Download them at [www.ceahio.org/newsPage.aspx?artID=341](http://www.ceahio.org/newsPage.aspx?artID=341). The deadline is Nov. 3.

If you have questions, call Cora Miller at 253-4731.

## Organ donation saves lives

Jeff Corbin's summer vacation would be difficult to top. He received an awesome gift, the gift of life when he received a new kidney. The donor? Diana Welsh, a teacher at Dominion MS and CEA Middle School Governor-at-Large.



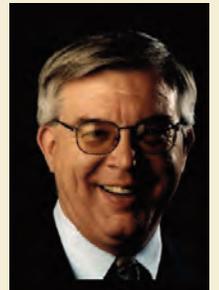
Corbin, a former Columbus teacher and CEA Governor, is on his way to recovering fully from kidney disease. Welsh has returned to school with the knowledge that she saved a life.

You, too, can give life. You can donate tissue or organs during your lifetime. You also can become a registered organ donor. You can indicate this on your driver's license. Only 35 percent of U.S. drivers have done this.

For more information, visit [www.donatelife.net](http://www.donatelife.net).

## WCBE remembers John Grossman

Join Sue Misiak, host of "Teacher Talk" on WCBE radio, 90.5-FM, at 7 p.m. tonight in a conversation about long-time CEA president John Grossman, who died over the summer. Rick Logan, Carol Wagner, Bruce Green and current CEA President Rhonda Johnson will share their memories.

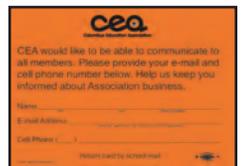


"Teacher Talk" airs the first and third Tuesdays of each month and focuses on issues affecting Columbus teachers.

## We need your personal e-mail address

We need your *personal* (non CCS) e-mail address and your cell phone number so we can communicate important information to you. CEA needs to communicate critical information to you by the most expeditious means as possible, and that is not always *The Voice*. We can communicate to you in a moment's notice through text messages and e-mails. This is an election year, CCS has a levy/bond issue on the ballot and, there are things you will need to know. Later this school year, we will bargain a new contract.

Please fill out the orange card provided by your faculty representative, and return it to the CEA office.



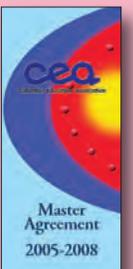
## Know your contract—ABC

By now your Association Building Council, or ABC, should be established and meeting dates set for the entire school year.

The ABC consists of the following members: the Senior Faculty Representative, two elected staff members and two members of the staff selected by the principal, plus one additional elected member and one appointed member selected for every additional twenty teachers on staff. The principal is not a member of the ABC.

The purpose of the ABC is to assist the principal and the school staff in developing policies and programs for the school, including building discipline policies.

ABC meetings are open to all teachers in the building. Review Article 202 of your contract for more information.



## Enroll in legal services plan

CEA members have a special benefit: legal services from the OEA Attorneys at Cloppert, Sauter, Latanick and Washburn.

The open enrollment period for participating in the Comprehensive Plan ends Oct. 31. You must enroll by Sept. 30 to have the cost payroll deducted.

The Basic Plan is a benefit for all CEA members. The *Comprehensive* Plan provides *extra* services. The new annual member retainer cost is \$450 per year and provides six hours of consultation services with a \$110 deductible for the first hour. Hours beyond six will cost \$110 each.

Surf to [www.cloppertlaw.com](http://www.cloppertlaw.com) or the CEA Web site for more information.



## Know your building's discipline plan

The students are here. So will the need to handle any discipline problems that arise. That's why discipline plans **MUST** be in place on the first day of school.

We believe preparation is most important, and we plan to hold all administrators accountable. Our contract stipulates that the failure of a principal to establish a building discipline plan by the first day of student attendance is grievable at Step 2.

Let's make sure we also are meeting this standard. Make sure *your* classroom discipline plan is in place as well. For more information, read Article 208 of the contract, or call CEA at 253-4731.

## Are you registered?

There is no greater right than the right to vote. Americans 18 and older all have it. But sadly, not all exercise it.

We urge you to make sure you are registered for the November election and visit the polls. If we do not make our political voices heard, we will not be counted. We want to be counted; it is how we make change.

Please consider the best candidates for the future of education at the local, state and national levels, and make your voice heard. CEA will provide information for you as we near the election date.

## Help new teachers with your advice

CEA President Rhonda Johnson welcomed well over 100 teachers to the Columbus City School District at the New Teacher Luncheon held on Thursday, Aug. 21.

"You join 4,000 of the most competent, caring and qualified teachers in the state and nation," said Johnson. "The Columbus Education Association will continue to tirelessly advocate for your rights as an individual and your profession in general."

With so many new teachers starting the year in Columbus City Schools, your Association calls on the collective experience of the thousands of teachers in CCS to offer helpful advice and tips to our newest colleagues.

Reflecting back on your first year of teaching, what are three tips you wish you had been given when you started your teaching career?

No registration is required to respond. Simply go to <http://blog.ceahio.org> and click on the "Comments" link to read other teachers' responses and to leave your own.

## Making Strides—walk for cancer research

Breast cancer can be deadly without a timely diagnosis and proper treatment. But it's also one of the most treatable of cancers—and research is increasing hope all the time.



You can help by raising funds for this life-saving effort. On Sunday, Oct. 5, thousands will gather for the annual "Making Strides Against Breast Cancer" walk. The walk begins at 10 a.m. at COSI, 333 W. Broad Street. Registration starts at 8:30 a.m.

There is no fee to register. You can go online to sign up. Surf to: [www.ceahio.org/newsPage.aspx?artID=340](http://www.ceahio.org/newsPage.aspx?artID=340), and you'll find all the details.

Join the American Cancer Society in this effort.

## Donate, borrow sick leave

Each year, some of our colleagues experience devastating illnesses and injuries that require long recovery periods. Many of us would like to assist one another during these times. That's why we have a sick leave bank to which you can donate two days of your sick leave. A needy employee who is a member of the bank may receive as many as 10 donated days.

The donor also benefits. Anyone who has joined the bank by donating at least two sick days, and then exhausts his or her own share of sick days, may take a loan from the bank of up to 10 days.

Remember, the days are a loan. Any sick leave you borrow must be repaid when you leave the district. Any outstanding sick leave will be deducted from your final paycheck.

The enrollment period for the Sick Leave Bank will be the month of September, with membership beginning Oct. 1. We encourage you to donate days and to borrow from the bank if you need it. Bear in mind that if participation in the bank program drops below 10 percent, the program will be canceled. The donation form, along with a detailed description of the plan, is available on the Columbus City Schools and CEA Web sites.

If you joined the Sick Leave Bank last year, you do not need to rejoin, and you do not need to make an additional donation.

## Special notes

- CEA's **Annual Fall Fling** will be held **Friday, Oct. 10**, at **Villa Milano**. Read upcoming issues of *The Voice* for more details.
- We need your **personal (non-CCS) e-mail address** and **cell phone number**. Please fill out the card you got from your faculty representative or e-mail [jnelson@ceahio.org](mailto:jnelson@ceahio.org).
- Save the date! Friday, Oct. 17**, is **Capital Day**, held at the Hyatt Regency. The keynote speaker will be **Ron Clark**.

See us on the Web at

[www.Ceahio.org](http://www.ceahio.org)



Surf to: [www.sos.state.oh.us/SOS/elections/voterinformation/regToVote.aspx](http://www.sos.state.oh.us/SOS/elections/voterinformation/regToVote.aspx) for information and answers about registering to vote.

### 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](http://www.cloppertlaw.com)