

The CEA Voice

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Columbus Education Association

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Welcome back to a new year

I hope your summer was restful and fun. Last school year was tough. We all felt the stress. We are optimistic that this year will be much smoother.



We have a new interim superintendent who seems to understand what we need and how we function in the classroom.

We are hoping to negotiate meaningful changes in our contract. The data scandal is approaching a resolution. The state budget is signed, and we understand more about what we are dealing with financially.

But the really good part: We are stronger than ever! We have proven that when we stand together, we stand firm. So do what you do best: Teach our kids. Spread the hope. You are the best teachers in central Ohio. Believe it, and know that CEA is there for you. Call us anytime you have questions or need support. We are here for you. Have a great year.

In solidarity,

Rhonda Johnson
President

The news is Good

Members of the CEA Board of Governors got to chat with our interim superintendent, Dr. Dan Good, at our board retreat just before the school year began. Dr. Good, who served as superintendent in Westerville before joining CCS, asked us about our concerns and sought our perspectives. Here's a bit of what he told us:



- * He has seen what decentralized control, teacher ingenuity and accurate data have made possible. He hopes to introduce the same improvement strategies used to help some of Westerville's lowest performing schools achieve excellent ratings. These include setting small, achievable goals that build toward larger aims.
- * He does not want CCS to pay for purchased curriculum services that are neither scalable nor backed by strong positive outcomes.
- * He has found parents to be supportive of their

schools and teachers, but they also desire school choice within the district.

- * He wants each and every child to reach his or her full potential: Prepared to go to college, get a job, serve in the military or start a business. This means that every child enters kindergarten ready to learn.
- * He also believes parenting education is a valuable component.

Dr. Good is planning to address the CEA Faculty Representatives at our first Legislative Assembly on Sept. 12.

Yes, the levy is coming

You have been hearing about the 9-mill levy the CCS board will place on the November ballot. If passed by voters, the levy would generate approximately \$515 million over the next five years. It would increase the amount of school property taxes collected by approximately \$315 per \$100,000 in assessed property valuation. Passing the levy means:

- ♦ Expanding pre-school offerings for 4,800 students
- ♦ Putting more computers into classrooms
- ♦ Creating an innovation fund to support public-private partnerships to replicate and expand enrollment in high-performing CCS schools, as well as high-performing, not-for-profit neighborhood-based community schools
- ♦ Recruiting, retaining and training high-quality teachers and principals
- ♦ Ensuring all students have access to high-quality (A or B rated) schools across the city

Voters also will decide whether funds will support the district's Independent Auditor, who will report to Columbus Mayor Coleman, the City Auditor, the Board of Education President, the City Council President and the County Probate Judge.

The measure includes \$175 million in bond funds to build 10 new schools, replace roofs, boilers and safety-related equipment and provide funds to make all CCS schools Wi-Fi accessible.

Contact information

Members should have received cards that CEA uses to update information in our database. We do not share member information outside the Association. We use the information you provide us to keep in contact with you by email and by cell phone. Please complete the card and send it to the CEA office.

Know your salary

The following is the salary schedule for CEA bargaining unit members for 2013–2014. You are receiving a full-step increase if you were scheduled to do so. The “years of experience” column shows true full years of experience. This is the same salary schedule that is found in the 2011–2013 *Addendum to the Master Agreement*. The schedule will not change until a successor agreement is bargained. If you have questions, call CEA at 253-4731.

902.02 Effective August 20, 2012, teachers and school nurses possessing a valid school nurse certificate shall be paid in accordance with the following:

Steps/ Years Exper- ience	Pre-Licence Bachelor's Degree	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's De- gree + 30 Se- mester Hours	Ph.D.
0	31,183	42,333	42,333	43,390	44,211	47,041
1	31,183	42,333	42,333	44,250	45,111	47,998
2	32,435	42,333	42,333	45,111	46,011	48,956
3	33,726	42,333	43,546	46,911	47,850	50,912
4	35,095	44,016	45,268	48,789	49,728	52,911
5	36,465	45,776	47,107	50,745	51,723	55,033
6	37,951	47,615	48,985	52,780	53,797	57,240
7	37,951	49,493	50,941	54,892	55,949	59,530
8	37,951	51,489	52,975	57,083	58,218	61,944
9	37,951	53,562	55,088	59,353	60,526	64,400
10	37,951	55,675	57,279	61,739	62,952	66,981
11	37,951	57,905	59,587	64,204	65,456	69,645
12	37,951	60,253	61,974	66,786	68,078	72,435
13	37,951	62,639	64,439	69,447	70,816	75,348
14	37,951	65,143	67,021	72,225	73,633	78,346
15	37,951	67,765	69,721	75,220	76,707	81,610
16	37,951	67,931	69,887	75,486	76,973	81,876
17	37,951	68,097	70,053	75,652	77,139	82,042
18	37,951	68,097	70,053	75,652	77,139	82,042
19	37,951	68,850	70,806	76,405	77,892	82,795
20	37,951	69,602	71,558	77,157	78,644	83,547
21	37,951	69,602	71,558	77,157	78,644	83,547
22	37,951	69,602	71,558	77,157	78,644	83,547
23	37,951	70,757	72,713	78,312	79,799	84,702
24	37,951	71,912	73,868	79,467	80,954	85,857
25	37,951	71,912	73,868	79,467	80,954	85,857
26	37,951	71,912	73,868	79,467	80,954	85,857
27	37,951	73,509	75,465	81,064	82,551	87,454
28	37,951	75,105	77,061	82,660	84,147	89,050
29	37,951	75,105	77,061	82,660	84,147	89,050
30	37,951	76,776	78,732	84,331	85,818	90,721
31	37,951	78,446	80,402	86,001	87,488	92,391

903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher workday of the 2012–2013 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$30.62 per hour. (This provision applies to part-time employees in Chapter 1300.)

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.)

Effective July 1, 2012:

Years of Experience	Hourly Rate
0, 1 or 2	\$33.42
3	34.04
4 or 5	34.66
6	35.30
7 or more	35.94

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2012–2013 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$30.62
3	31.15
4 or 5	31.68
6	32.23
7 or 8	32.78
9	33.33
10 or more	33.87

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 20, 2012	\$30.62

No new contract

We will continue to meet with Board of Education representatives as long as necessary to iron out new contract provisions. In the meantime, rest assured: The current agreement remains in effect. Ohio law requires that salaries, benefits and all provisions of our negotiated agreement remain in force until a successor agreement is mutually negotiated. We will keep you posted.

Recess? When?

Don't forget to determine your school's recess policy. This must occur during the first two teacher workdays. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day. A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your school's recesses—our students need them. For full information, refer to Section 302.06 of the *Addendum to the Master Agreement*.

It takes discipline

The students are coming, and so is the need to have a plan to address discipline problems that may arise at your school. The *Master Agreement* specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing.

At schools where the principal is newly assigned, the discipline plan must be in place within ten days following the first day of student attendance. A school that has the same administrator from the previous year must have a discipline plan in place by the first day of student attendance. Failure to have a plan in place is subject to a grievance at Step 2 against the principal.

For more information, refer to Section 208.03 of the *Master Agreement* or call CEA at 253-4731.

Fresh faces in our ranks

We welcome the more than 150 new teachers to our schools this year. We know it's a little intimidating. Many of the teachers in your buildings have been doing this for a long time. But don't worry. You have joined one of the best “clubs” in town. We are the best at what we do, and we know how to support you as you gain experience. In fact, we do it so well that many school districts in the nation have copied us. Introduce yourself to your colleagues. We are so glad you are with us. CEA is here to serve you as you navigate the CCS system. Call CEA at 253-4731 anytime with questions.

File early for religious leave

Our contract ensures that teachers have the right to participate in their religious traditions.

Section 702.11 of the contract allows teachers to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off.

Remember that a request for religious leave must be made in writing to the Department of Human Resources at least five school days prior to the holiday.

Got a college kid?

CEA offers a wonderful benefit to our members: scholarships for the children who are seniors attending college.

The CEA Members Scholarship Foundation provides \$750 in tuition assistance for each senior attending a university or other post-secondary institution.

To be eligible, students must be college seniors between September 2013 and June 2014 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/CEA-R members.

Go to <http://bit.ly/ceascholarship2013> to download an application form. The deadline is 5 p.m. on Friday, Oct. 25. If you have questions, call Cora Miller at 253-4731.