Dear Colleagues:

Welcome to the 2014–2015 school year. I hope you had a fun, yet restful, summer. As we get ready to face another school year, I realize many of you left with a lot of uncertainty. Even in uncertainty, the CEA provided quality instruction to our children. This is evidenced by the significant increase in our students passing the Third Grade Reading OAA and the gains on the Reading, Writing, Science and Social Studies assessments of the OGT. I congratulate you for all your hard work. It is a pleasure to represent the best educators in Central Ohio.

We must continue to stand strong. We must continue to advocate for our children. We must continue to be a voice and demand a seat at the table. We must stand together. We are the CEA. We are powerful; we are strong. I ask that you continue to teach every child. Continue to fight for our students’ futures. Continue to advocate for a quality public school education. I ask that you stand with me as we stand together for our students.

The CEA is your Association. Call us anytime you have a question or you need support. We are here for you. Thank you for all you do on behalf of our students every day.

In solidarity,

Tracey D. Johnson
CEA President

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**Sick Leave Bank**

The CEA contract provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply have not accumulated enough sick leave to cover extreme situations.

You can help by donating two sick days to the Sick Leave Bank. It’s easy. The donation form is available on the CCS Intranet under “Human Resources” or the CEA website under "Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply have not accumulated enough sick leave to cover extreme situations."

You can help by donating two sick days to the Sick Leave Bank. It’s easy. The donation form is available on the CCS Intranet under “Human Resources” or the CEA website under “Forms.” The deadline for donations is Sept. 30.

Anyone who exhausts his or her sick leave may apply to borrow up to 10 days from the bank. He or she will be required to pay back the borrowed days as additional days are earned. When you retire or resign, the two days you deposited to join will be returned to you.

If you joined the Sick Leave Bank in the past, you do not need to rejoin, nor do you need to make an additional donation.

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**Salaries for 2014–2015**

The following is the salary schedule for teachers and certificated personnel for the 2014–2015 school year. The schedule reflects a full-step increase for those who were supposed to move up a step after completing the 2013–2014 school year. If you have questions, call CEA at 253-4731.

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**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 130.)

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**904 Full-Time Hourly Professional Employees**

During the term of this Agreement, full-time hourly professional employees (other than "tutor" 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:

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**1010 Tutor Hourly Rate**

"Tutors shall be paid in accordance with the following rates effective the first teacher workday of the 2013–2014 school year:"

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**1105.01 Latchkey teachers**

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

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Elementary recess vote
A critical issue each year involves recesses at the elementary schools. Teachers should vote on whether there will be one or two 15-minute recesses per day. This vote should take place no later than the second teacher workday of the school year.

Your Association listened to you and bargained that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so.

The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily. Do not give up your rights in the contract or take away the opportunity for students to have a much-needed break. For more information, consult Section 302.05 of the Addendum to the Master Agreement, or talk to your Senior Faculty Representative.

Your school needs a discipline plan
Every school must have a discipline plan in place by the first day of student attendance, unless the principal was not there the previous school year. The principal along with the Association Building Council (ABC) will establish discipline procedures for the school, including reasons for suspension and recommendations for expulsion. If you have questions, consult Section 208.03 of the Master Agreement.

No meetings on Thursdays
Parent-teacher conferences or any other events that require the majority of the school staff to be in attendance should not be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. If you have questions, consult Section 205.04 of the CEA Master Agreement.

Update your info
Members should have received a red card that your Association uses to update information for our database. Your information remains private and is not shared with entities outside of the Association. CEA needs this information to keep in contact with you. Please complete the card and give it to your Senior Faculty Representative or send it to CEA.

Vote with ease—vote absentee
The Nov. 4 General Election will be here before you know it. Absentee voting begins Sept. 30. If you want to vote absentee, you must request an absentee ballot by noon on Nov. 1 at the board of elections in the county where you reside.

Absentee ballots must be applied for in writing whether you are voting in person or by mail. If you are properly registered to vote, you must submit your written request to the board of elections of the county in which your voting residence is located.

To download an absentee ballot application, go to http://bit.ly/ohabsballot. Mail your properly completed absentee ballot application to the board of elections of the county in which your voting residence is located.

You must return the ballot by 7:30 p.m. on Election Day, in person or postmarked no later than Nov. 5. No ballots may be returned to a board of elections by fax or e-mail.

For more information, visit http://bit.ly/1A7pJaN.

Need a lawyer?
CEA membership provides access to a legal services plan with reduced rates for those personal matters requiring a lawyer—such as developing an estate plan, resolving domestic matters or dealing with a traffic violation.

The “Basic Plan,” known as the OEA/NEA Attorney Referral Program, is provided for every active member. When you become a member of the Association, you automatically receive, at a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic relations, consumer protection and traffic violations.

For a reasonable fee, payable by payroll deduction, the “Comprehensive Plan” provides more extensive coverage for matters such as personal injury.

Your immediate family is also eligible. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation. If you need more extensive legal assistance, including a document review, you can join the “Comprehensive Plan” and receive services at the discounted rate. A few legal services, such as help with business dealings, bankruptcy or taxes and defense in criminal matters, do not qualify for the discounted rate.

Call Cloppert, Sauter, Latanick and Washburn, the law firm administering the plan, at 461-4455 for consultations.

Staff Consultant: Teri Mullins
Teri Mullins won’t soon forget the battle to save union rights and bring Senate Bill 5 down.

“I don’t think I have ever witnessed a time when people came together and were so vocal about the rights of teachers and students and other labor unions,” she said. “Being inside the Statehouse the day most people got locked out, then going outside to be with my building colleagues—the entire experience, although a hard battle, evoked a sense of pride in my profession and my union that still gives me goose bumps.”

Mullins taught special education for 13 years, all at Wedgewood MS. She advised the STEM Club the past two years. She attended Columbus City Schools as well, including Duxberry Park ES, Franklin MS and East HS.

When asked what drew her to union service, she prefers to stay positive about the disagreements that often trigger CEA representation. “Let’s just say that I wanted to make sure that everyone had help having their voices heard.”

Teri found ways to get involved. She was an OEA delegate and an alternate building FR. She ran for District 6 Governor in 2008 and won. She then served on the bargaining team and the Reform Panel. We are pleased to have Teri on board as a CEA Staff Consultant. Her vast experience will serve the membership well.

Extra dollars for your college student
The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund now provides $1,250 in tuition assistance for each senior attending a four-year college or university.

Eligible students are college seniors between September 2014 and June 2015 with a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members.

Go to http://bit.ly/2014CEAScholarship.dpl to download the application form. The deadline is 5 p.m. on Friday, Oct. 24. If you have questions, call Cora Miller at 253-4731.

Meet CEA at the Fling
Join us Friday, Sept. 5, at the Hilton Columbus Easton for the CEA Fall Fling. The annual party features music, great food and prizes. Get to know your colleagues; meet some local elected officials and meet and talk with the CEA staff. The Fling is from 4–8 p.m. Admission is free and beer and wine are just $2.

Special notes
Mary Briley is retiring after serving CCS for more than two decades. Join us on Aug. 28, at 7 p.m. at Monaco’s Palace, 4555 Cleveland Ave. RSVP to Ezetta Murray by Aug. 21 at ezmill@mail.com.