

The CEA Voice

Tracey D. Johnson, President

Volume XLV, No. 4

Columbus Education Association

September 8, 2014

Check your check

We all expect our paychecks to be correct. But sometimes pay is incorrectly calculated. We urge you to look at your pay stub before payday. Go to <http://columbus.munisselfservice.com> to make sure your check is error free. You should be able to see your pay information on the Tuesday before the actual

pay date. If you catch a mistake early enough, the Payroll Department can fix your check before it is direct deposited. If you notice an error, call the Payroll Department immediately at 365-6400. The charts below show the bi-weekly gross pay for both pay plans.

Plan A 21 Pays

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	1,484.90	2,015.86	2,015.86	2,066.19	2,105.29	2,240.05
1	1,484.90	2,015.86	2,015.86	2,107.14	2,148.14	2,285.62
2	1,544.52	2,015.86	2,015.86	2,148.14	2,191.00	2,331.24
3	1,606.00	2,015.86	2,073.62	2,233.86	2,278.57	2,424.38
4	1,671.19	2,096.00	2,155.62	2,323.29	2,368.00	2,519.55
5	1,736.43	2,179.81	2,243.19	2,416.43	2,463.00	2,620.63
6	1,807.19	2,267.38	2,332.62	2,513.33	2,561.76	2,725.71
7	1,807.19	2,356.81	2,425.76	2,613.90	2,664.24	2,834.75
8	1,807.19	2,451.86	2,522.62	2,718.24	2,772.29	2,949.71
9	1,807.19	2,550.57	2,623.24	2,826.33	2,882.19	3,066.65
10	1,807.19	2,651.19	2,727.57	2,939.95	2,997.71	3,189.57
11	1,807.19	2,757.38	2,837.48	3,057.33	3,116.95	3,316.44
12	1,807.19	2,869.19	2,951.14	3,180.29	3,241.81	3,449.29
13	1,807.19	2,982.81	3,068.52	3,307.00	3,372.19	3,588.01
14	1,807.19	3,102.05	3,191.48	3,439.29	3,506.33	3,730.74
15	1,807.19	3,226.90	3,320.05	3,581.90	3,652.71	3,886.19
16	1,807.19	3,234.81	3,327.95	3,594.57	3,665.38	3,898.86
17	1,807.19	3,242.71	3,335.86	3,602.48	3,673.29	3,906.76
18	1,807.19	3,242.71	3,335.86	3,602.48	3,673.29	3,906.76
19	1,807.19	3,278.57	3,371.71	3,638.33	3,709.14	3,942.62
20	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
21	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
22	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
23	1,807.19	3,369.38	3,462.52	3,729.14	3,799.95	4,033.43
24	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
25	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
26	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
27	1,807.19	3,500.43	3,593.57	3,860.19	3,931.00	4,164.48
28	1,807.19	3,576.43	3,669.57	3,936.19	4,007.00	4,240.48
29	1,807.19	3,576.43	3,669.57	3,936.19	4,007.00	4,240.48
30	1,807.19	3,656.00	3,749.14	4,015.76	4,086.57	4,320.05
31	1,807.19	3,735.52	3,828.67	4,095.29	4,166.10	4,399.57

Plan B 26 Pays

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	1,199.35	1,628.19	1,628.19	1,668.85	1,700.42	1,809.27
1	1,199.35	1,628.19	1,628.19	1,701.92	1,735.04	1,846.08
2	1,247.50	1,628.19	1,628.19	1,735.04	1,769.65	1,882.92
3	1,297.15	1,628.19	1,674.85	1,804.27	1,840.38	1,958.15
4	1,349.81	1,692.92	1,741.08	1,876.50	1,912.62	2,035.02
5	1,402.50	1,760.62	1,811.81	1,951.73	1,989.35	2,116.66
6	1,459.65	1,831.35	1,884.04	2,030.00	2,069.12	2,201.54
7	1,459.65	1,903.58	1,959.27	2,111.23	2,151.88	2,289.61
8	1,459.65	1,980.35	2,037.50	2,195.50	2,239.15	2,382.46
9	1,459.65	2,060.08	2,118.77	2,282.81	2,327.92	2,476.91
10	1,459.65	2,141.35	2,203.04	2,374.58	2,421.23	2,576.19
11	1,459.65	2,227.12	2,291.81	2,469.38	2,517.54	2,678.66
12	1,459.65	2,317.42	2,383.62	2,568.69	2,618.38	2,785.96
13	1,459.65	2,409.19	2,478.42	2,671.04	2,723.69	2,898.01
14	1,459.65	2,505.50	2,577.73	2,777.88	2,832.04	3,013.29
15	1,459.65	2,606.35	2,681.58	2,893.08	2,950.27	3,138.85
16	1,459.65	2,612.73	2,687.96	2,903.31	2,960.50	3,149.08
17	1,459.65	2,619.12	2,694.35	2,909.69	2,966.88	3,155.46
18	1,459.65	2,619.12	2,694.35	2,909.69	2,966.88	3,155.46
19	1,459.65	2,648.08	2,723.31	2,938.65	2,995.85	3,184.42
20	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
21	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
22	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
23	1,459.65	2,721.42	2,796.65	3,012.00	3,069.19	3,257.77
24	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
25	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
26	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
27	1,459.65	2,827.27	2,902.50	3,117.85	3,175.04	3,363.62
28	1,459.65	2,888.65	2,963.88	3,179.23	3,236.42	3,425.00
29	1,459.65	2,888.65	2,963.88	3,179.23	3,236.42	3,425.00
30	1,459.65	2,952.92	3,028.15	3,243.50	3,300.69	3,489.27
31	1,459.65	3,017.15	3,092.38	3,307.73	3,364.92	3,553.50

Remember through service

On Sept. 11, 2001, we ceased to be separate neighborhoods and communities. In a moment, whatever differences may have existed between us were instantly dissolved and rendered trivial compared to what we all had in common—our fundamental compassion for the well-being of others. There is a way to honor that spirit. In 2009, Congress designated Sept. 11 as Patriot Day, or National Day of Service and Remembrance. U.S. flags will be flown at half staff, and Americans will observe a moment of silence beginning at 8:46 a.m., the moment when the first plane crashed into the World Trade

Center.

The week of Sept. 8 are days of opportunities for thousands of volunteers to paint and refurbish homes, run food drives, spruce up schools, reclaim neighborhoods and support and honor veterans, soldiers, military families and first responders.

Sign up at <http://www.911day.org/toolkit/> and download resources, including lesson plans focusing on ways that your students can join together as a class to serve their communities. You also may visit <http://serve.gov> for more information.



Walk the walk

CEA is proud to sponsor the Making Strides Walk, scheduled this year for Sunday, Oct. 26. Breast cancer touches so many of us, and research is key. Already, we have made great strides toward a cure. Don't lose the momentum. Consider forming a team, and get your sneakers ready. Bring friends and family. There is no fee to register, and non-CEA members are welcome. You can register beforehand, or on the day of the event.



This year's walk starts at COSI, 333 W. Broad St. Registration starts at 8 a.m. Go to www.makingstrideswalk.org/columbus and sign up. Choose your team name; or, if you prefer, join our "CEA Dream Team." Add "Columbus Education Association" as your team company, so that our Association gets credit for the funds you raise. The first thirty CEA members to register online and raise \$50 will receive a free T-shirt. For information, call Ezetta Murray (253-4731).

Unions, Associations donate to CCS students

On Tuesday, Aug. 26, members of the Central Ohio Labor Council delivered backpacks full of school supplies for students at Champion MS and Trevitt ES. More than \$4,000 in donations was collected from fifteen local unions and associations, including the Columbus Education Association. CEA would like to thank our brothers and sisters of organized labor for donating to our students: AFSCME Retirees (American Federation State County and Municipal Employees), Carpenters Local 200, Central Ohio AFL-CIO Labor Council, Central Ohio AFL-CIO Retirees, Columbus Administrators Association, Columbus School Employees Association, Columbus Schools Classified Supervisors Association, Columbus Fire Fighters Local 67, Communications Workers of America Local 4320, International Brotherhood of Electrical Workers Local 683, Plumbers & Pipefitters Local Union 189, Sheet Metal Workers Local 24, United Food & Commercial Workers Local 1059 and the United Steel Workers.

Meet your staff consultant: Ezetta Murray

Ezetta Murray was teaching at Maize ES when CCS told her one of her paychecks was too large. The payroll office informed her that her next check would be significantly reduced. She called CEA for assistance.

After experiencing firsthand the support that her union consultants provided, she volunteered to get involved. "My first venture into CEA was accepting an invitation to become a member of the Minority Involvement Program (MIP) committee. During one of the MIP meetings, I told someone I wanted to become more involved. The next thing I knew, I received a phone call from the CEA secretary/treasurer asking if I would like to serve on the Elections Committee. I gladly accepted."

Several years later, Murray's Senior Faculty Representative asked her if she would run to succeed him when he retired. She ran and won. A year later, while working with a difficult administrator at her school, Ezetta was in constant contact with CEA voicing the concerns of her staff.

In 1999 she came to work for CEA as a staff consultant. "I want members to realize they have a voice and they deserve to be heard. I try to pass along the importance of having strong building leadership," she said.

In addition to serving on many joint committees and representing members in hearings, Murray organizes the annual American Cancer Society Making Strides Walk and organizes and promotes our annual United Negro College Fund drive.



Ezetta Murray

When she is not working, Murray indulges her many interests. She enjoys spending time with her family, traveling to Africa, China, Greece and France, hiking, biking and reading, making jewelry and taking photos.

Know your Weingarten rights

Thirty years ago, the U.S. Supreme Court protected unionized workers' rights to due process during questioning by a supervisor. The case, NLRB v. J. Weingarten, has come to define what's known as your Weingarten rights. If you are asked to attend a meeting with your principal or supervisor for an unspecified reason, you should exercise these rights. First, ask the principal or supervisor to clarify the reason for the meeting. You cannot refuse to attend a meeting called by your principal—to do so would be insubordination. However, you should be informed about the purpose of the meeting. If the meeting becomes disciplinary in nature, you are entitled to CEA representation upon your request. (Your principal might not tell you this.) The choice of representative is up to you. It is your right as a dues-paying CEA bargaining unit member.

Your administrator should never arrange for representation on your behalf. Once you request representation, the administrator is obligated to arrange the meeting at a time when the representative can attend. Section 404.01 of the *Master Agreement* provides members with a maximum of five school days to reschedule the meeting to accommodate this representative. CEA suggests representation any time the purpose of the meeting is one of the following:

- * Any type of disciplinary action
- * Investigative meeting
- * Reprimand
- * Infraction of a work rule or board policy
- * Questions concerning requests or uses of leave
- * Allegations of abuse
- * Parental, student or community complaint

For your convenience, CEA has sent your Senior Faculty Representative Weingarten Rights cards to be distributed to all members in your building. Refer to this card whenever your principal or supervisor requests a meeting with you. If you have questions, please call CEA at 253-4731.

Special notes

- Sick Leave Bank enrollment began on Sept. 1 and ends Sept. 30.** Donate two days in order to be able to borrow up to ten days. The donation form is available on the CCS Intranet under "Human Resources" or the CEA website under the "Forms" tab.
- Open Enrollment for your medical benefits will begin on Oct. 7 and end on Oct. 31. Enrollment will be done online.** Look for emails and information mailed to your home from the CCS Employee Benefits Office.
- CEA Members Scholarships** are available for your college senior. Distributed through The Columbus Foundation, this fund provides \$1,250 in tuition assistance. Only CEA members who have taught in CCS for the past four years are eligible. Your student must have at least a 2.0 GPA in order to apply. The deadline is 5 p.m., Friday, Oct. 24. To download an application, go to <http://bit.ly/2014CEAScholarshipAppl>. Call Cora Miller at 253-4731, if you have questions.
- The CEA Legislative Assembly will meet at 4:30 p.m. on Thursday, Sept. 11, at The Boathouse Restaurant at Confluence Park (679 W. Spring St.). Dinner will be provided. **RSVP to Judy Nelson at jnelson@ceahio.org.** Include your name and the building/unit you represent.

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.

Contact us today and allow our experience to work for you.

(614) 461-4455 • www.cloppertlaw.com