

# The CEA Voice

Tracey D. Johnson, President

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Columbus Education Association

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## Dear Colleagues:

Welcome to the 2015–2016 school year. I hope you are as excited to start the school year as I am. I am positive we will do great things in every classroom in every school for every student. As we start the school year, let's remember to always put our students first. Everything we do and say should reflect our belief that every student no matter the zip code in which they reside is entitled to a high-quality education.



Tracey D. Johnson

CEA is proud to welcome over four hundred new members to our great Association. I was honored to greet them during their New Teacher Orientation and provide an overview of why being a member of CEA is important. Let us welcome them and do all that we can to assist them in having a successful school year.

The 2014–2015 school year ended on a great note. We left knowing that we had ratified a new two-year agreement with the District. After going without a contract for two years and not having a raise for four years, we are pleased that the membership will see a 1.8 percent raise during the first year of the agreement and a 2.2 percent raise during the second year of the agreement. What a great way to start this school year knowing that we have a negotiated agreement.

While it is great to have an agreement, we cannot forget that the attacks on public schools and unions continue. Right to Work (for less) initiatives continue to rear their ugly heads. CEA will work tirelessly to ensure that the rights of labor are protected. We will need to stand strong and stand together in order to stop Right to Work (for less) and other harmful legislation from becoming realities in Ohio.

Toxic testing and our ever-changing evaluation system continue to hold us hostage. We can no longer simply vote our political party. We must continue to advocate on behalf of our students and our profession to ensure that we elect pro-public education officials into office. We must stand together, lift up our voices and exercise our right to vote.

The CEA is your Association. We are strong together. If you need assistance, have a question or need our support, just give us a call. You are appreciated for all that you do to ensure every student has the skills needed to reach their full potential. Here's to a great school year!

In Solidarity,

Tracey D. Johnson  
CEA President

## We Need your Contact Information

Members should have received a yellow card that CEA 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.

## Salaries for 2015–2016

The following is the salary schedule for teachers and certificated personnel for 2015–2016. The “years of experience” column shows true full years of experience. If you have questions, call CEA at 253-4731.

**902.02** Effective August 24, 2015, teachers and school nurses possessing a valid school nurse certificate shall be paid in accordance with the following:

Steps/ Years Experience	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	31,744	43,095	43,095	44,171	45,007	47,888
1	31,744	43,095	43,095	45,047	45,923	48,862
2	33,019	43,095	43,095	45,923	46,839	49,837
3	34,333	43,095	44,330	47,755	48,711	51,828
4	35,727	44,808	46,083	49,667	50,623	53,863
5	37,121	46,600	47,955	51,658	52,654	56,024
6	38,634	48,472	49,867	53,730	54,765	58,270
7	38,634	50,384	51,858	55,880	56,956	60,601
8	38,634	52,416	53,929	58,110	59,266	63,059
9	38,634	54,526	56,080	60,421	61,615	65,559
10	38,634	56,677	58,310	62,850	64,085	68,187
11	38,634	58,947	60,660	65,360	66,634	70,899
12	38,634	61,338	63,090	67,988	69,303	73,739
13	38,634	63,767	65,599	70,697	72,091	76,704
14	38,634	66,316	68,227	73,525	74,958	79,756
15	38,634	68,985	70,976	76,574	78,088	83,079
16	38,634	69,154	71,145	76,845	78,359	83,350
17	38,634	69,323	71,314	77,014	78,528	83,519
18	38,634	69,323	71,314	77,014	78,528	83,519
19	38,634	70,089	72,081	77,780	79,294	84,285
20	38,634	70,855	72,846	78,546	80,060	85,051
21	38,634	70,855	72,846	78,546	80,060	85,051
22	38,634	70,855	72,846	78,546	80,060	85,051
23	38,634	72,031	74,022	79,722	81,235	86,227
24	38,634	73,206	75,198	80,897	82,411	87,402
25	38,634	73,206	75,198	80,897	82,411	87,402
26	38,634	73,206	75,198	80,897	82,411	87,402
27	38,634	74,832	76,823	82,523	84,037	89,028
28	38,634	76,457	78,448	84,148	85,662	90,653
29	38,634	76,457	78,448	84,148	85,662	90,653
30	38,634	78,158	80,149	85,849	87,363	92,354
31	38,634	79,858	81,849	87,549	89,063	94,054

### 903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher workday of the 2015–2016 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$31.17 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, 2015:

Years of Experience	Hourly Rate
0, 1 or 2	\$34.02
3	34.65
4 or 5	35.28
6	35.93
7 or more	36.58

### 1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2015–2016 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$31.17
3, 4 or 5	32.25
6, 7 or 8	33.37
9 or more	34.47

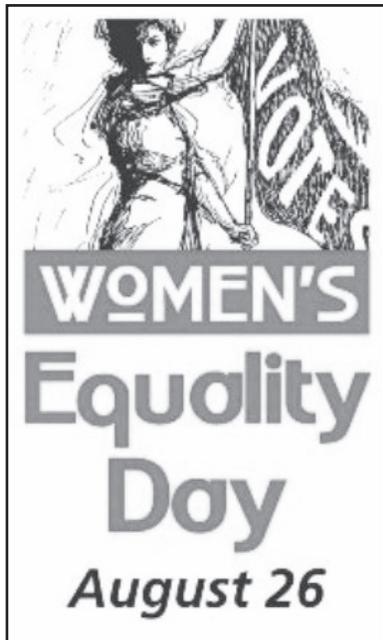
**1105.01** Latchkey teachers shall be paid at the following rate per hour for work time that is authorized and approved by the Supervisor of Early Childhood Education or designee:

Effective Date	Hourly Rate
August 24, 2015	\$31.17

## Women's Equality Day: Remembering What We've Won

Aug. 26 is Women's Equality Day. The holiday began in 1971, when U.S. Rep. Bella Abzug (D-NY) called for a day to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote.

This is a great opportunity to teach your students about one of the seminal struggles for the civil rights movement by women that began in 1848 at the world's first women's rights convention in Seneca Falls, N.Y. On this day we commemorate the passage of the 19th Amendment, and we also call attention to women's continuing efforts toward full equality.



That includes schools. In 1915, five years before they got the vote, female teachers were tightly scrutinized. They had to promise, for instance, "to be home between the hours of 8 p.m. and 6 a.m. unless in attendance at a school function; not to loiter downtown in ice cream stores." In 1965, the Utah Supreme Court upheld the right of a school board to fire a teacher because she became pregnant.

For many years, teachers could be fired for joining a professional organization or labor union. But Margaret Haley, of the Chicago Teachers Federation, sought change. She became a leading voice in national education politics. Haley promoted a more professional approach to teaching. She fought for traditional bread-and-butter issues: pensions, salary increases and other benefits for teachers. She was the first woman to be on the agenda of the NEA Representative Assembly, speaking on "Why Teachers Should Organize." In this speech, she introduced issues that continue to be debated by teachers' unions and the public today.

## Join the Sick Leave Bank

Each year, members of the CEA family experience serious illnesses and conditions that require extended recovery periods. In some cases, these extended recovery periods may exhaust members' accrued sick leave. To help prevent this from happening, your Association negotiated the Sick Leave Bank for our members.

After receiving your completed application form, the district will deposit two of your sick days into the bank. Bargaining unit members who join the bank and exhaust their sick leave are eligible to receive a loan of up to ten sick days. Borrowed sick leave must be repaid to the bank by the time you leave the district; outstanding sick leave not repaid will be deducted from your final paycheck. Your initial deposit of two sick days will be refunded once you leave the district.

It's simple to enroll in the Sick Leave Bank—but do it before the deadline on Wednesday, Sept. 30. The application form can be downloaded at <http://bit.ly/slbapp>. Fill out the form and send it to CEC, Route 1. Make sure you make a copy for your records.

## Your Vote Sets Your Students' Recess(es)

Each year, elementary teachers vote on whether there will be one or two 15-minute recesses per day. This secret-ballot vote should take place no later than Tuesday, Aug. 25, the second teacher workday of the school year. Recesses take place mid-morning and/or mid-afternoon and should not be 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, and elementary teachers must have at least a 30-minute uninterrupted, duty-free lunch period. 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, see Article 302.05 in the *Master Agreement*.

## Is Your Discipline Plan Done?

Discipline is a crucial matter. Now that students are returning to your classroom, your school's written discipline plan should be ready for the school year. Having a discipline plan at the beginning of the school year is critical in providing an atmosphere conducive to teaching and learning. Achieving a consensus about how various disciplinary situations will be handled during the year can help you avoid a number of conflicts later.

Our *Master Agreement* (Section 208.03) sets forth the guidelines for your school's discipline plan. In consultation with the Association Building Council, your principal (unless new to the building) should have a written discipline plan in place by the first day of student attendance. New principals have until the tenth day of student attendance to school to develop the plan.

If your school does not have a discipline plan in place on the first day of school, CEA is asking that the Senior Faculty Representative notify the administrator in writing of this concern and give him or her the opportunity to correct the issue. If no plan has been developed within 10 days, contact the CEA office for assistance. Send a copy of your school's discipline plan to CEA Vice President Phil Hayes at the CEA office.

## First Thursdays Belong to CEA

We know that once school starts, schedules fill up fast. But be aware, no parent-teacher conferences or any other events that require the majority of the school staff shall be scheduled after school on the first Thursday of any month. This is because Association meetings occur mainly on Thursdays. We have negotiated the right for CEA representatives to take care of important Association business. Let CEA know if this becomes an issue in your building.

## Religious Leave: Know the Rules

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.

## Your Dues at Work: CEA Will Help Pay Your College Senior's Tuition

Being a member of CEA has many benefits. One of them is that the Association provides scholarships for our members' children who are seniors attending college. The CEA Members Scholarship Foundation provides \$1,250 tuition assistance for each senior attending a university or other post-secondary institution.

To be eligible, students must be college seniors between September 2015 and June 2016 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 the CEA site, at [www.ceaohio.org](http://www.ceaohio.org), to obtain a form. The deadline is 5 p.m. on Friday, Oct. 23. If you have questions, call Hannah Milley at 253-4731.

## Ring it in at the Fling

CEA starts each new school year with a popular annual event, the CEA Fall Fling.

This year it's Friday, Sept. 11, at the Hilton Columbus Easton. Join us from 4 to 8 p.m. for great music, food and beverages. It's free, it's fun and it's a great way to meet

your colleagues and let your hair down a little in a great venue. We love this party. You will, too. Admission is free. Beer and wine are just \$2.

