

The CEA Voice

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Volume XLVI, No. 3

Columbus Education Association

September 8, 2015

Check Your Check

We all expect our paychecks to be correct. But sometimes pay is incorrectly calculated. We urge you to look at your paystub 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 correct your check before it is direct deposited. Contact Payroll 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	1,511.62	2,052.14	2,052.14	2,103.38	2,143.19	2,280.38
1	1,511.62	2,052.14	2,052.14	2,145.10	2,186.81	2,326.76
2	1,572.33	2,052.14	2,052.14	2,186.81	2,230.43	2,373.19
3	1,634.90	2,052.14	2,110.95	2,274.05	2,319.57	2,468.00
4	1,701.29	2,133.71	2,194.43	2,365.10	2,410.62	2,564.90
5	1,767.67	2,219.05	2,283.57	2,459.90	2,507.33	2,667.81
6	1,839.71	2,308.19	2,374.62	2,558.57	2,607.86	2,774.76
7	1,839.71	2,399.24	2,469.43	2,660.95	2,712.19	2,885.76
8	1,839.71	2,496.00	2,568.05	2,767.14	2,822.19	3,002.81
9	1,839.71	2,596.48	2,670.48	2,877.19	2,934.05	3,121.86
10	1,839.71	2,698.90	2,776.67	2,992.86	3,051.67	3,247.00
11	1,839.71	2,807.00	2,888.57	3,112.38	3,173.05	3,376.14
12	1,839.71	2,920.86	3,004.29	3,237.52	3,300.14	3,511.38
13	1,839.71	3,036.52	3,123.76	3,366.52	3,432.90	3,652.57
14	1,839.71	3,157.90	3,248.90	3,501.19	3,569.43	3,797.90
15	1,839.71	3,285.00	3,379.81	3,646.38	3,718.48	3,956.14
16	1,839.71	3,293.05	3,387.86	3,659.29	3,731.38	3,969.05
17	1,839.71	3,301.10	3,395.90	3,667.33	3,739.43	3,977.10
18	1,839.71	3,301.10	3,395.90	3,667.33	3,739.43	3,977.10
19	1,839.71	3,337.57	3,432.43	3,703.81	3,775.90	4,013.57
20	1,839.71	3,374.05	3,468.86	3,740.29	3,812.38	4,050.05
21	1,839.71	3,374.05	3,468.86	3,740.29	3,812.38	4,050.05
22	1,839.71	3,374.05	3,468.86	3,740.29	3,812.38	4,050.05
23	1,839.71	3,430.05	3,524.86	3,796.29	3,868.33	4,106.05
24	1,839.71	3,486.00	3,580.86	3,852.24	3,924.33	4,162.00
25	1,839.71	3,486.00	3,580.86	3,852.24	3,924.33	4,162.00
26	1,839.71	3,486.00	3,580.86	3,852.24	3,924.33	4,162.00
27	1,839.71	3,563.43	3,658.24	3,929.67	4,001.76	4,239.43
28	1,839.71	3,640.81	3,735.62	4,007.05	4,079.14	4,316.81
29	1,839.71	3,640.81	3,735.62	4,007.05	4,079.14	4,316.81
30	1,839.71	3,721.81	3,816.62	4,088.05	4,160.14	4,397.81
31	1,839.71	3,802.76	3,897.57	4,169.00	4,241.10	4,478.76

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	1,220.92	1,657.50	1,657.50	1,698.88	1,731.04	1,841.85
1	1,220.92	1,657.50	1,657.50	1,732.58	1,766.27	1,879.31
2	1,269.96	1,657.50	1,657.50	1,766.27	1,801.50	1,916.81
3	1,320.50	1,657.50	1,705.00	1,836.73	1,873.50	1,993.38
4	1,374.12	1,723.38	1,772.42	1,910.27	1,947.04	2,071.65
5	1,427.73	1,792.31	1,844.42	1,986.85	2,025.15	2,154.77
6	1,485.92	1,864.31	1,917.96	2,066.54	2,106.35	2,241.15
7	1,485.92	1,937.85	1,994.54	2,149.23	2,190.62	2,330.81
8	1,485.92	2,016.00	2,074.19	2,235.00	2,279.46	2,425.35
9	1,485.92	2,097.15	2,156.92	2,323.88	2,369.81	2,521.50
10	1,485.92	2,179.88	2,242.69	2,417.31	2,464.81	2,622.58
11	1,485.92	2,267.19	2,333.08	2,513.85	2,562.85	2,726.88
12	1,485.92	2,359.15	2,426.54	2,614.92	2,665.50	2,836.12
13	1,485.92	2,452.58	2,523.04	2,719.12	2,772.73	2,950.15
14	1,485.92	2,550.62	2,624.12	2,827.88	2,883.00	3,067.54
15	1,485.92	2,653.27	2,729.85	2,945.15	3,003.38	3,195.35
16	1,485.92	2,659.77	2,736.35	2,955.58	3,013.81	3,205.77
17	1,485.92	2,666.27	2,742.85	2,962.08	3,020.31	3,212.27
18	1,485.92	2,666.27	2,742.85	2,962.08	3,020.31	3,212.27
19	1,485.92	2,695.73	2,772.35	2,991.54	3,049.77	3,241.73
20	1,485.92	2,725.19	2,801.77	3,021.00	3,079.23	3,271.19
21	1,485.92	2,725.19	2,801.77	3,021.00	3,079.23	3,271.19
22	1,485.92	2,725.19	2,801.77	3,021.00	3,079.23	3,271.19
23	1,485.92	2,770.42	2,847.00	3,066.23	3,124.42	3,316.42
24	1,485.92	2,815.62	2,892.23	3,111.42	3,169.65	3,361.62
25	1,485.92	2,815.62	2,892.23	3,111.42	3,169.65	3,361.62
26	1,485.92	2,815.62	2,892.23	3,111.42	3,169.65	3,361.62
27	1,485.92	2,878.15	2,954.73	3,173.96	3,232.19	3,424.15
28	1,485.92	2,940.65	3,017.23	3,236.46	3,294.69	3,486.65
29	1,485.92	2,940.65	3,017.23	3,236.46	3,294.69	3,486.65
30	1,485.92	3,006.08	3,082.65	3,301.88	3,360.12	3,552.08
31	1,485.92	3,071.46	3,148.04	3,367.27	3,425.50	3,617.46

Remember 9/11 Through Service

It's hard to forget the dark day of Sept. 11, 2001. On that day, we ceased to be separate neighborhoods and groups. In a moment, whatever differences may have existed between people throughout the country were instantly dissolved and rendered trivial compared to our fundamental compassion and concern for the well-being of others.

There is a way to honor the memories of the more than 3,000 people who died that day. In 2009, Congress designated Sept. 11 as Patriot Day, or the National Day of Service and Remembrance. Each year we remember those who died in terrorist attacks. President Barack Obama has ordered that U.S. flags be flown at half-staff and has asked Americans to observe a moment of silence

beginning at 8:46 a.m., the moment when the first plane crashed into the World Trade Center.

Not only Patriot Day but the whole week of Sept. 7, are days of opportunities for hundreds of 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 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. Also, visit www.serve.gov for more information.



Labor Day: Our Day in Many Ways

A three-day weekend. Cookouts. An extra day to sleep. Ah, Labor Day. We hope you had a great one and have had a chance to re-group again as we plunge into the new school year. We want to remind you why we take the first Monday in September off every



year. It's easy to forget what Labor Day is really about. First celebrated in 1882 and made a national holiday in 1894, Labor Day honors the American worker and acknowledges the value and dignity of work and its role in American life.

Teachers' unions have assumed an important place in this history. During the past several years, all unions have taken a beating from state courts and legislatures. Right to Work (for less) legislation is breeding across the country, along with propaganda designed to denigrate and weaken our roles. CEA and its sister associations nationwide are now the key to labor's survival. We have what other unions and most other workers lack: an organization of peers in almost every community. Many of our elected officials know this. They are trying to restructure our sector through privatization and control us through standardized testing and other measures while simultaneously limiting democratic oversight.

We won't stand for it. Neither will many of our fellow union members, in and beyond public education. The latest data from the Bureau of Labor Statistics shows union membership at 11.3 percent of the working American public. There are 14.5 million wage and salary workers who belong to unions. We are still here, and we are still working to protect workers' rights.

While Ohio Legislature Stalls, Another Charter Closes

While more than 50,000 CCS students were anticipating their first day of the 2015–2016 school year, hundreds of north side Columbus charter school students were blindsided by the last-minute closure of their charter school. The school, FCI Academy, simply posted a note on its door informing employees, parents and students of its closure after the school's sponsor suspended school operations earlier in the week.



Open for nine years, FCI had received Fs on the most recent available state report card in the standards met, value-added, Annual Measurable Objectives and graduation categories. FCI Academy was more than a half-million dollars in debt and, according to its sponsor, had balanced its budget for the past three years by “continuing to defer debt and borrow from individuals...to make ends meet.” In the 2013–2014 school year, FCI received more than \$2.4 million in state funding for CCS students that attended the charter.

Meanwhile, a proposed law that would increase charter school accountability remains bottled up in the Ohio Legislature. House Bill 2 was introduced in January and was approved by the Ohio House and amended by the Senate. When the time came for the Ohio House to approve the changes the Senate had made to the bill, despite having enough support in the House to send it to the governor, House Speaker Cliff Rosenberger, R-Clarksville, refused to allow a vote before the legislature recessed for the summer.

“We need our legislators to move quickly to pass charter school reform legislation,” said Ohio Education Association Vice President Scott DiMauro, “and take a serious look at the way Ohio penalizes students in our local districts by the way it funds charters.”

It is expected that HB 2 will be sent to a joint conference committee in the fall, where members of the House and Senate will agree on compromises to the legislation before sending it to the governor. Keep reading *The CEA Voice* for updates.

Making Strides Against Breast Cancer

CEA is proud to once again be a sponsor of the “Making Strides Against Breast Cancer” walk. Breast cancer is a killer, but it is also one of the most treatable of cancers and research is increasing hope every day. Breast cancer death rates have been going down, as a result of finding the cancer earlier and implementing better treatment options due to research.



You can help by raising funds for this life-saving research. When you join the effort, you are helping the American Cancer Society invest more in research to find, prevent, treat and cure cancer. Join CEA in the annual “Making Strides Against Breast Cancer” walk. This inspiring walk will take place Sunday, Oct. 11, beginning at COSI at Genoa Park, 333 W. Broad St. Registration/check-in begins at 7 a.m., and the walk begins at 7:30 a.m. There is no fee to register. So gather your co-workers, students, friends and family members to form a team and choose a catchy team name. We have created the “CEA Dream Team” for those who do not have a school team to join.

Last year, CEA had more than 20 teams participate; and we raised more than \$12,000. The first 40 members to register online and raise \$50 can receive a free CEA Making Strides T-shirt.

Please call Ezetta Murray at CEA at 253-4731 after you register to request your T-shirt. Sizes are limited, so register early. To register, go to www.makingstrideswalk.org/Columbus. Be sure to list Columbus Education Association as your team company so CEA will get credit for the funds you raise. You need to turn in all monies collected at the CEA tent the day of the event.

Special Notes

- ❑ **The CEA Legislative Assembly will meet at 4:30 p.m., Thursday, Sept. 10, at The Boathouse Restaurant at Confluence Park (679 W. Spring St.).** Dinner will be provided. *RSVP* to Judy Nelson at jnelson@ceaohio.org. Include your name and the building/unit you represent.
- ❑ **Join us at the CEA Fall Fling, our first social gathering of the school year, from 4–8 p.m., Friday, Sept. 11, at the Hilton Columbus Easton.** Great music, food and fellowship. Admission is FREE. Beer and wine are just \$2.
- ❑ **The CEA Social and Economic Justice Committee will meet on Tuesday, Sept. 22, at the OEA Headquarters at 4:30 p.m.**
- ❑ **Sick Leave Bank enrollment ends Sept. 30.** Donate **two days** in order to be able to borrow up to **ten days**. Get the application form 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.
- ❑ **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. 23.** Go to www.ceaohio.org to download an application. Call Hannah Milley at 253-4731, if you have questions.
- ❑ **Open Enrollment for your medical benefits will begin on Oct. 6 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.
- ❑ **Be on the lookout for six boxes labeled with the name “Christine Arnold.”** If found, please contact her at I-PASS@Linmoor (365-5842).

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