

The CEA Voice

Tracey D. Johnson, President

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Columbus Education Association

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Dear Colleagues:

It is hard to believe the summer has come and gone and we are now starting the 2016-2017 school year. Welcome to a new and exciting year. As the new students enter your classroom, let us remember every student matters and is deserving of a high-quality education.



Tracey D. Johnson

As you prepare lesson plans, organize and supply your classrooms and work spaces to help grow and develop our students, just know that you matter and make a difference in the lives of our students. You inspire our students to achieve their dreams. Thank you for your dedication and service.

On Wednesday, August 10, I had the pleasure of welcoming over two hundred new members to Columbus City Schools (CCS) and The Columbus Education Association (CEA). At the CEA-sponsored New Teacher Luncheon, each new member received a contract book and a gift. I stressed the importance of belonging to this great Association. I hope that you will reach out and make the new teachers feel welcomed.

2016-2017 will be a busy year and CEA will need your help. In November, Columbus City Schools will have a levy on the ballot. The CEA Board of Governors voted unanimously to support the levy. We will need you to help ensure success on Election day. You can donate financially to the campaign, knock on doors, volunteer for the phone bank and even share your positive stories about our school district with family and friends. To be successful, we all have to contribute in some way. The most important way we can contribute is to vote.

Make sure your voter registration is current and that you know your polling location prior to November 8. As CEA members, we must work to elect pro-public education, pro-union and pro-our profession candidates into office. When looking at the ticket from top to bottom, we should cast our votes only for candidates who support our right to unionize and collectively bargain and who advocate on behalf of our profession.

This is also a bargaining year for CEA. Our contract expires in August 2017. Make sure CEA has your current contact information on file along with your personal email address. CEA will not send anything to your CCS email address. There will be many opportunities for members to keep informed. Be sure to read *The Voice*, check your personal email and the U.S. Mail.

CEA has worked hard to engage as many members as possible. We will continue to reach out and help develop new Association leaders. This is YOUR ASSOCIATION. We are here to assist in equipping you with the knowledge and skills to use your voice to advocate for the profession and for our students. Here's to an exciting and productive school year.

In Solidarity,

Tracey D. Johnson
CEA President

Salaries for 2016-2017

The following is the salary schedule for teachers and certificated personnel for 2016-2017. The "years of experience" column shows true full years of experience. If you have questions, call CEA at 614/253-4731.

902.02 Effective the first teacher workday of the 2016-2017 school year, 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 Degree + 30 Semester Hours	Ph.D.
0	32,443	40,705	41,886	45,143	45,997	48,941
1	32,443	40,705	41,886	46,038	46,933	49,937
2	33,745	42,334	43,555	46,933	47,870	50,934
3	35,088	44,043	45,305	48,806	49,783	52,969
4	36,513	45,794	47,097	50,760	51,737	55,048
5	37,938	47,625	49,010	52,795	53,812	57,256
6	39,484	49,538	50,964	54,912	55,970	59,552
7	39,484	51,492	52,999	57,109	58,209	61,934
8	39,484	53,569	55,115	59,389	60,570	64,446
9	39,484	55,726	57,313	61,751	62,971	67,001
10	39,484	57,924	59,593	64,233	65,495	69,687
11	39,484	60,244	61,994	66,798	68,100	72,459
12	39,484	62,687	64,478	69,484	70,828	75,361
13	39,484	65,169	67,042	72,252	73,677	78,392
14	39,484	67,775	69,728	75,143	76,607	81,510
15	39,484	70,502	72,537	78,259	79,806	84,907
16	39,484	70,675	72,710	78,535	80,082	85,183
17	39,484	70,848	72,883	78,708	80,255	85,356
18	39,484	70,848	72,883	78,708	80,255	85,356
19	39,484	71,631	73,666	79,491	81,039	86,140
20	39,484	72,414	74,449	80,274	81,821	86,922
21	39,484	72,414	74,449	80,274	81,821	86,922
22	39,484	72,414	74,449	80,274	81,821	86,922
23	39,484	73,615	75,650	81,475	83,023	88,124
24	39,484	74,817	76,852	82,677	84,224	89,325
25	39,484	74,817	76,852	82,677	84,224	89,325
26	39,484	74,817	76,852	82,677	84,224	89,325
27	39,484	76,478	78,513	84,339	85,886	90,987
28	39,484	78,139	80,174	85,999	87,546	92,647
29	39,484	78,139	80,174	85,999	87,546	92,647
30	39,484	79,877	81,912	87,738	89,285	94,386
31	39,484	81,615	83,650	89,475	91,022	96,123

903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher work day of the 2016-2017 school year, the rate of pay for Board-authorized supplemental services provided by members of the bargaining unit shall be \$31.85 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: Effective July 1, 2016:

Years of Experience	Hourly Rate
0, 1 or 2	\$34.77
3	35.41
4 or 5	36.06
6	36.72
7 or more	37.39

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2016-2017 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$31.85
3, 4, or 5	32.95
6, 7 or 8	34.10
9 or more	35.23

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
First teacher work day 2016-2017 school year	\$31.85

Now Forming the Bargaining Team

The Columbus Education Association is now forming the CEA Negotiations (Bargaining) Team. Our current contract is set to expire in August of 2017. This posting begins our process for the upcoming round of negotiations. Our comprehensive team will represent the diversity and varied experience levels of all of our members..

We are looking for members who want to be involved in the future of CEA. As a representative on the Negotiations Team, you will have an opportunity to work as part of a large team of dedicated members. As a part of the team, your responsibilities will include:

- identifying the current needs of teachers,
- communicating and disseminating information to our members, and;
- serving as liaisons to keep members updated throughout the year.

Interested applicants should send a cover letter via school mail highlighting your interests and qualifications along with a résumé to: Teri Mullins, CEA Negotiations Chairperson, CEA Office, Route 1. The selective interviewing process will be utilized to select the Negotiations Team members.

Let's Celebrate YOU!

Come one, come all and have a ball at the annual CEA Fall Fling. This event was created to celebrate you, the CEA membership. Join us Friday, September 2, from 4-8 p.m. at the Hilton Easton, 3900 Chagrin Drive.

CEA just welcomed two hundred new teachers. Come help them celebrate their new career and welcome them to the family. It may be the beginning of some lifelong friendships. Get together with your colleagues to represent your school or program at the Fling. Have a great time dancing to the tunes of DJ Saint. Enjoy food, fun and fellowship with other CEA members. See you at the Fling!

We Need Your Contact Information

Members would have received a red 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. With this being a bargaining year, it is important that we have your current information.

Elementary Recess Vote

A critical issue each year is recess 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 (SFR).

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.

If any school does not have a discipline plan in place on the first day of school, CEA is asking the Senior Faculty Representative to 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 are for CEA

We know that once school starts, schedules fill up fast. But remember, 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.

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. But you can help. CEA has 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 Friday, Sept. 30. The application form can be downloaded at <http://bit.ly/slbapp>. Fill out the form and send it to CEA, Route 1. Make sure you make a copy for **your records**.