

# The CEA Voice

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Columbus Education Association

May 21, 2018

## OEA Representative Assembly

Nearly 80 CEA members represented you at the Ohio Education Association Representative Assembly (RA) May 11-12. The OEA RA is the top governing body of our state association comprised of more than 1,100 delegates elected by local education associations.

Delegates were visited by Democratic gubernatorial candidate Rich Cordray, who spoke truth to the education situation in Ohio.

“A lot of change is needed in Ohio,” said Cordray to the assembled delegates, “and it starts with our approach to education. This failed for-profit charter school experience has been devastating for the state of Ohio, and has been sold to our children on a false promise.”

“Teachers,” said Cordray, “deserve to have an administration that listens to teachers—those that know best.”

The Friend of Education award was given to the Children’s Hunger Alliance. Children’s Hunger Alliance partners with family child care providers, daycare centers, school districts and afterschool and summer nutrition programs to help provide healthy meals and snacks for children in their care, as well as nutrition and physical education to children and their families. Last year, Children’s Hunger Alliance ensured children in need received more than 7.1 million meals.

OEA President Becky Higgins delivered her address to the delegates and highlighted the recent teacher strikes in West Virginia, Oklahoma and Arizona. “Enough is enough.” said Higgins, “Read our lips—we are not going to take it anymore.”

OEA Vice President Scott DiMauro delivered the OEA Legislative update, with an eye towards the November General Election. “We need to use this election to engage our members,” said DiMauro, adding “it is not about parties and politicians, but rather values and issues that matter to our students.”

Delegates elected Mark Hill (Worthington EA) to the position of OEA Secretary-Treasurer, Dan Greenberg (Sylvania EA) and Adrienne Bowden (Pickerington EA) were elected to the position of NEA Director and Linna Jordan (Hilliard EA) was elected to the vacant OEA Board of Directors At-Large position.

The following new business items were soundly approved by delegates:

- OEA will call upon state lawmakers to implement a comprehensive school safety strategy that includes meeting mental health needs in schools by providing appropriate supports for our students. Such strategy must not only include essential physical security issues, but also addressing mental health in our curriculums, and appropriate staffing and student support in the form of adequate numbers of counselors, nurses, social workers, and mental health specialists to ensure that all students’ needs are met.

- When scheduling OEA activities, planners will avoid all major holidays of the Christian, Jewish and Muslim faiths.
- OEA Governance will provide to local presidents, OEA district presidents, caucus chairs and state level OEA committee chairs, a report detailing FCPE donations made to candidates in the primary and general election that can be shared with FCPE contributing members.

Additionally, delegates and management staff contributed nearly \$30,000 to the OEA Fund for Children and Public Education. The Capital District contributed nearly \$6,000 to the fund.

## Salaries for 2018-2019

The following is the salary schedule for teachers and certificated personnel for 2018-2019. The “years of experience” column shows true full years of experience. The 2017-2019 contract has been sent to the printer and is in the process of being readied for printing. The most recent version of the contract has been reduced to an addendum to save printing costs. Bargaining unit members should keep their 2015-2017 contract book and use the addendum in conjunction with the 2015-2017 green contract book. Your Association will notify you when it is ready.

Steps/ Years Experience	Pre License Bachelors Degree	Bachelors Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree +30 Semester Hours	Ph.D.
0	33,259	41,729	42,939	46,278	47,154	50,172
1	33,259	41,729	42,939	47,196	48,113	51,193
2	34,594	43,399	44,650	48,113	49,074	52,215
3	35,970	45,151	46,444	50,033	51,035	54,301
4	37,431	46,946	48,281	52,037	53,038	56,432
5	38,892	48,823	50,243	54,123	55,165	58,696
6	40,477	50,784	52,246	56,293	57,378	61,050
7	40,477	52,787	54,332	58,545	59,673	63,492
8	40,477	54,916	56,501	60,883	62,093	66,067
9	40,477	57,128	58,754	63,304	64,555	68,686
10	40,477	59,381	61,092	65,848	67,142	71,440
11	40,477	61,759	63,553	68,478	69,813	74,281
12	40,477	64,264	66,100	71,232	72,609	77,256
13	40,477	66,808	68,728	74,069	75,530	80,364
14	40,477	69,480	71,482	77,033	78,534	83,560
15	40,477	72,275	74,361	80,227	81,813	87,042
16	40,477	72,452	74,539	80,510	82,096	87,325
17	40,477	72,630	74,716	80,688	82,273	87,503
18	40,477	72,630	74,716	80,688	82,273	87,503
19	40,477	73,433	75,519	81,490	83,077	88,306
20	40,477	74,235	76,321	82,293	83,879	89,108
21	40,477	74,235	76,321	82,293	83,879	89,108
22	40,477	74,235	76,321	82,293	83,879	89,108
23	40,477	75,466	77,553	83,524	85,111	90,340
24	40,477	76,699	78,785	84,756	86,342	91,572
25	40,477	76,699	78,785	84,756	86,342	91,572
26	40,477	76,699	78,785	84,756	86,342	91,572
27	40,477	78,401	80,488	86,460	88,046	93,275
28	40,477	80,104	82,190	88,162	89,748	94,977
29	40,477	80,104	82,190	88,162	89,748	94,977
30	40,477	81,886	83,972	89,945	91,531	96,760
31	40,477	83,668	85,754	91,725	93,311	98,540

(Due to rounding, these amounts may differ slightly from actual contract amounts.)

### 903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher work day of the 2018-2019 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$32.65 per hour.

### 903 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.)

Years of Experience	Hourly Rate
0, 1 or 2	35.64
3	36.30
4 or 5	36.97
6	37.64
7 or more	38.33

### 1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates: Effective the first teacher work day of the 2018-19 school year.

Years of Experience	Hourly Rate
0, 1 or 2	32.65
3, 4 or 5	33.78
6, 7 or 8	34.96
9 or more	36.12

### 1105 Latchkey Teacher Wages

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:

First Teacher Workday	Effective Date Hourly Rate
August 20, 2018	32.65

## Look for and Sign Your Contract

Distribution of CEA Member Contracts will begin the week of May 21, 2018. Contracts will be issued in phases, on a daily basis, until all contracts have been distributed. Please do not be concerned until May 30, 2018 if you have not received your contract. All contracts will be sent via email using the [contractquestions@columbus.k12.oh.us](mailto:contractquestions@columbus.k12.oh.us) email address. Note: If you already have a continuing contract you will not receive a new contract however, you will receive a salary notification. If you will be receiving your first continuing contract you will receive a contract. Again, If

## Time Waste Survey

Your Association has consistently communicated to the CCS administration how frustrated our members are about the state of teaching and learning in their classrooms. The time to teach our students has been drastically reduced by the excessive amount of time that we now spend on mandated data collection, entry and other redundant tasks.

The administration has heard your frustration and shares your concern. Your Association has been asked to

compile information from our members about how teaching and learning has been negatively impacted by mandated data collection and entry.

To that end, your Association has created a comprehensive survey that will ask you questions about mandated data collection, entry and other redundant tasks. An email containing the link to the survey was sent to members’ non-CCS email addresses on Friday, May 18. The survey will close on Monday, May 28, at 11:59 p.m. If you did not get the email message, or if CEA does not have your current non-CCS email address, please send it to: [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org) to participate in the survey. You will be able to access this survey from home or from work.

## Reminders:

- The Autumn 2018 semester Fee Waiver application process will be conducted completely online. Bargaining unit members can access the online application from home or work using their CCS email username and password. Instructions on how to complete the online application can be found at: <http://bit.ly/2jbWSjd>. The Autumn 2018 Fee Waiver application period will close at 11:59 p.m. on Friday, May 25. Please call Leslie Butler, 17th St. Annex, (614) 365-5039 or email her at: [lbutler@columbus.k12.oh.us](mailto:lbutler@columbus.k12.oh.us) if you have any questions.
- Memorial Day is a paid holiday. Members who are not in a “paid” status the day immediately preceding Memorial Day and the day immediately following Memorial Day will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for this paid holiday.
- A change in your life or job circumstances can make you eligible for mid-year changes to your health benefits. Examples of qualifying events include marriage, divorce, legal separation, birth or adoption of a child and loss of coverage in your spouse’s coverage. Let the Benefits Team at (614) 365-6475 know if you have such qualifying circumstances. Changes must be made within 30 days of the qualifying event. See the May 14 copy of The Voice for a list of appropriate documentation.
- If you are considering a pay plan change for the 2018-2019 school year, you must be a regular assigned school-year employee or scheduled to work 20 or more hours per week. You can choose twenty-one (21) pays: September – June or twenty-six (26) pays “stretch pay”: September – August. The plan remains in effect until the employee makes a change during open enrollment next year. Open enrollment dates for CEA members are May 1 – August 17, 2018.
- The Columbus City Schools Job Fair for CEA members will take place on Tuesday, May 29 at 4:30 p.m. at the Linmoor Education Center. Only those in staff-reduced status can participate in the Job Fair. If you are in staff-reduced status and do not attend the Job Fair, you will be placed by Human Resources. Contact CEA President, Tracey D. Johnson if you have any questions regarding Article 211 at (614) 253-4731.
- The Evaluation Appeal Form is available on the ILEAD website. To file an appeal, submit the completed form, along with appropriate documentation, to Teri Mullins at CEA no later than 4:30 p.m., Friday, May 25.
- The ReImagine “Me” Conference is presented by Columbus City Schools’ Office of Academic Services June 11-13, 2018. The Elementary School ReImagine “Me” Conference will be held at the Fort Hayes campus located at 546 Jack Gibbs Boulevard from 8:15 A.M. to 3:45 P.M. The Middle and High School ReImagine “Me” Conference will be held at Africentric Early College, located at 3223 Allegheny Avenue from 8:00 A.M. to 3:30 P.M. with registration beginning at 7:30 A.M. Attendees will receive CEUs and a stipend of \$135 per day. Pre-register to attend on CiMS.