

Message from the President

Welcome to the 2018–2019 school year. I am excited to begin my year with you as President of the Columbus Education Association. I look forward to seeing familiar faces and I am thrilled to work with so many newly energized Association brothers and sisters.

As I begin my first year as President, I will draw upon my experiences as a Faculty Representative, Senior Faculty Representative, High School Governor-at-Large, elected official and, most importantly, a classroom teacher to represent the more than 4,200 members of the Columbus Education Association. I have spent my summer attending trainings at the state and national levels, meeting with school board members, elected officials, members of the community and many of you.

I want to inform you about a serious subject: Our collective power and influence as educators and as members of our Association. Over the summer, a U.S. Supreme Court decision came down that threatens our power as educators and as a union.

If you haven't already, you will likely start hearing advertisements and even seeing slick print pieces in your mail. You may receive these messages in your school email, encouraging you to drop or not join your union. Ask yourself why outside groups are spending millions of dollars to try and convince you to drop your membership. They want to weaken our collective voice, which advocates for our profession, students and their families.

These messages are coming from the same people that pushed Senate Bill 5, supported cuts to public school funding and the expansion of charter schools. Their sole mission is to silence our voices as public educators. This diminishes our ability to advocate for students and ourselves by taking away our power to fight for what students deserve; our power to fight for a fair salary and the health benefits we need to support ourselves and our families.

They may tell you that you can choose to not be a member and still get the benefits of your union. The reality is that if you make that choice, you curtail your own power and our union's power to make positive change for public education.

I want to bring this to your attention because we all need to understand that we must keep the collective strength as a union to fight for what is right for ourselves and our students. We need every one of you to take a stand for public education. Your membership matters, you matter, and we are stronger together.

In Solidarity,



John Coneglio



CEA President
John Coneglio

We Need your Contact Information

Members should have received a green 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 2018–2019

The following is the salary schedule for teachers and certificated personnel for 2018–2019. The Steps/Years Experience column shows true full years of experience. If you have questions, call CEA at 614-253-4731.

902.02 Effective August 20, 2018, 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 Bache- lor'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

903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher workday 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. (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, 2018:

Years of Experience	Hourly Rate
0, 1 or 2	\$35.64
3	36.30
4 or 5	36.96
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 2018–2019 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

1105.01 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 20, 2018	\$32.65

Meet your CEA Staff Consultants

Tai Hayden – “I am a proud graduate of Columbus City Schools and had the honor of starting the first six years of my teaching career at Fair Ave. ES, the school I attended as a child. This is where I narrowed my decision as to what I wanted to be when I grew up. Nurse? Police Officer? Teacher? Notice how all three relate to service. I’ve had the opportunity to serve the members of this great Association on all levels. I want to ensure you that I come prepared to work for you and with you. I would like to share just a few of the positions I have held; the STRS Board since 2006, NEA Steering Committees and the OEA Board of Directors, CEA Governor since 2001, Capital District President and Vice President. I look forward to the work that we will do together to stay united.”



Tai Hayden

Cindy Love – “This school year brings many changes and marks my 27th year with the district. I started teaching Spanish at Champion MS and it was there that my interest in the Association developed. When I transferred to Northland HS, I decided to get involved. I served as a Faculty Representative for several years and later was elected Senior Faculty Representative and as an OEA and NEA delegate. I acted as a cooperating teacher for university students. I discovered how much I enjoyed



Cindy Love

working with new educators. I became a PAR Consultant in 2008. While serving in PAR, I remained active in CEA and served as FR and later as SFR. It was during this time, I witnessed firsthand the power of collective action as educators from all over Ohio joined with labor groups to fight Senate Bill 5. The SB5 victory made a profound impact on me not only as a teacher but as a union activist. I wanted to do more. When my assignment in PAR ended, I returned to Northland and ran for election on the CEA Board of Governors. I was elected to serve as High School Governor-at-Large and completed two terms. In addition, I continued to serve the PAR program as a committee member on the PAR Panel. As I reflect, I can honestly say, I have had a rich and rewarding career as an educator. As my new career path unfolds as a CEA Staff Consultant, I am excited and humbled to serve this outstanding membership.”

Teri Mullins – “I am starting my fifth year at the CEA office as a staff consultant. Prior to my work as a staff consultant, I taught special education for 13 years at Wedgewood MS. I attended Columbus City Schools as well, including Duxberry Park ES, Franklin MS and East HS. I became involved in the Association as an OEA delegate and alternative faculty representative and then had the opportunity to serve the west side as District 6 Governor. I have also served on the bargaining team, most recently as bargaining chair; the Reform Panel; Insurance Committee, and currently Co-Chair the Joint Evaluation Panel. I feel that unions give everyone the opportunity to have their voices heard while working together for a collective benefit.”



Teri Mullins

Join the CEA 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.

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. 28. The application form can be downloaded at <http://bit.ly/slbapp>. Fill out the form and send it to CEC, Route 1. This is a benefit of your CEA Membership.

It's Recess Time

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. 21, 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 *CEA 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 *CEA 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 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.

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. 14, 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.

Special Note

❑ If you are not receiving *The CEA Voice* or other communications by email, contact wilkesk@ceaohio.org to have your information added.