

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 614-365-6400. The charts below show the bi-weekly gross pay for both pay plans:

Plan A • 21 Pays

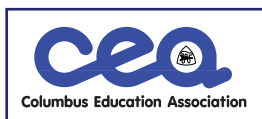
Steps/ Years Experience	Pre-Licence Bachelor's Degree	Bachelor's Degree	150 Hours and Bache- lor's Degree	Master's Degree	Master's Degree + 30 Semester Hours	Ph.D.
0	1,584	1,987	2,045	2,204	2,245	2,389
1	1,584	1,987	2,045	2,247	2,291	2,438
2	1,647	2,067	2,126	2,291	2,337	2,486
3	1,713	2,150	2,212	2,383	2,430	2,586
4	1,782	2,236	2,299	2,478	2,526	2,687
5	1,852	2,325	2,393	2,577	2,627	2,795
6	1,927	2,418	2,488	2,681	2,732	2,907
7	1,927	2,514	2,587	2,788	2,842	3,023
8	1,927	2,615	2,691	2,899	2,957	3,146
9	1,927	2,720	2,798	3,014	3,074	3,271
10	1,927	2,828	2,909	3,136	3,197	3,402
11	1,927	2,941	3,026	3,261	3,324	3,537
12	1,927	3,060	3,148	3,392	3,458	3,679
13	1,927	3,181	3,273	3,527	3,597	3,827
14	1,927	3,309	3,404	3,668	3,740	3,979
15	1,927	3,442	3,541	3,820	3,896	4,145
16	1,927	3,450	3,549	3,834	3,909	4,158
17	1,927	3,459	3,558	3,842	3,918	4,167
18	1,927	3,459	3,558	3,842	3,918	4,167
19	1,927	3,497	3,596	3,880	3,956	4,205
20	1,927	3,535	3,634	3,919	3,994	4,243
21	1,927	3,535	3,634	3,919	3,994	4,243
22	1,927	3,535	3,634	3,919	3,994	4,243
23	1,927	3,594	3,693	3,977	4,053	4,302
24	1,927	3,652	3,752	4,036	4,112	4,361
25	1,927	3,652	3,752	4,036	4,112	4,361
26	1,927	3,652	3,752	4,036	4,112	4,361
27	1,927	3,733	3,833	4,117	4,193	4,442
28	1,927	3,814	3,914	4,198	4,274	4,523
29	1,927	3,814	3,914	4,198	4,274	4,523
30	1,927	3,899	3,999	4,283	4,359	4,608
31	1,927	3,984	4,084	4,368	4,443	4,692

Plan B • 26 Pays

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	1,279	1,605	1,652	1,780	1,814	1,930
1	1,279	1,605	1,652	1,815	1,851	1,969
2	1,331	1,669	1,717	1,851	1,887	2,008
3	1,383	1,737	1,786	1,924	1,963	2,089
4	1,440	1,806	1,857	2,001	2,040	2,170
5	1,496	1,878	1,932	2,082	2,122	2,258
6	1,557	1,953	2,009	2,165	2,207	2,348
7	1,557	2,030	2,090	2,252	2,295	2,442
8	1,557	2,112	2,173	2,342	2,388	2,541
9	1,557	2,197	2,260	2,435	2,483	2,642
10	1,557	2,284	2,350	2,533	2,582	2,748
11	1,557	2,375	2,444	2,634	2,685	2,857
12	1,557	2,472	2,542	2,740	2,793	2,971
13	1,557	2,570	2,643	2,849	2,905	3,091
14	1,557	2,672	2,749	2,963	3,021	3,214
15	1,557	2,780	2,860	3,086	3,147	3,348
16	1,557	2,787	2,867	3,097	3,158	3,359
17	1,557	2,793	2,874	3,103	3,164	3,366
18	1,557	2,793	2,874	3,103	3,164	3,366
19	1,557	2,824	2,905	3,134	3,195	3,396
20	1,557	2,855	2,935	3,165	3,226	3,427
21	1,557	2,855	2,935	3,165	3,226	3,427
22	1,557	2,855	2,935	3,165	3,226	3,427
23	1,557	2,903	2,983	3,212	3,274	3,475
24	1,557	2,950	3,030	3,260	3,321	3,522
25	1,557	2,950	3,030	3,260	3,321	3,522
26	1,557	2,950	3,030	3,260	3,321	3,522
27	1,557	3,015	3,096	3,325	3,386	3,588
28	1,557	3,081	3,161	3,391	3,452	3,653
29	1,557	3,081	3,161	3,391	3,452	3,653
30	1,557	3,149	3,230	3,459	3,520	3,722
31	1,557	3,218	3,298	3,528	3,589	3,790

A Message from the President

On Tuesday, August 21, the CCS Board of Education voted unanimously in support of a "Resolution in Support of Public Employees and Other Working People." Authored by Board Member Eric Brown, the resolution explicitly stated "that the Board supports the freedom of all employees to exercise their rights to a voice and respect on the job through joining together in strong unions."



On behalf of our more than 4,000 members, I would like to thank Board President Gary Baker, Vice President Michael Cole, Board members Eric Brown, W. Shawna Gibbs, Mary Jo Hudson, Dominic Paretto and Ramona Reyes for their public affirmation of the importance of strong unions. We are grateful that the Board of Education has soundly recognized what we have always known. Strong unions:

- Propel working people into the middle class
- Allow for workers to do professional work

- Demand dignity in the workplace and the profession of their members
- Fight social injustice
- Offer criticism when working conditions are not right
- Exhibit the courage to praise leaders when they solve problems
- Create the opportunity for professional conversations
- Build relationships with civic, faith, business and service organizations
- Push for change when change is needed

We look forward to working with our partners in education during the 2018–2019 school year. Your membership in our Association strengthens our organization and makes our collective voice more powerful.

In Solidarity,

John Coneglio
John Coneglio

TLI Application Deadline Extended

The Columbus Education Association, in collaboration with the National Education Association, the National Board of Professional Teaching Standards and the Center for Teaching Quality, is seeking 50 CEA members to participate in the 2018 cohort of the Teacher Leadership Initiative (TLI).

In the coming months, hundreds of teachers from multiple sites across the country will be selected to participate. Those who are selected to participate and complete the entire experience will receive a \$300 completion honorarium and earn 18 CEUs for their work.

Through the TLI, you will hone your expertise and engage in leadership work in schools, state houses, and associations throughout the country. The TLI will prepare you to serve as a leader of the profession, with the knowledge, skills, and core values to meet the new demands as a 21st-century teaching professional.

The deadline to submit your online application is Friday, Sept. 14. Go to <http://bit.ly/CEAtli18> to submit your application. Be sure that your application is complete. Applicants will be notified of selection in early October of 2018. For information about applying for this program contact Dorothy Wilson at CEA (614) 253-4731.

Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides \$1,250 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between September 2018 and June 2019 with a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members. Go to <http://bit.ly/2018CEAfall> to download the application form. The deadline is 4:30 p.m., Thursday, Oct. 29. Call Kathy Wilkes at the CEA Office with questions at (614) 253-4731.

Bargaining Team Application Deadline Approaching

The *Master Agreement* is set to expire in August of 2019. Your Association is now forming the CEA Negotiations (Bargaining) Team. 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.

Interested applicants should send a cover letter via school mail highlighting your interests and qualifications along with a résumé to: Teri Mullins, CEA Staff Consultant, CEA Office, Route 1. The selective interviewing process will be utilized to select the Negotiations Team members. Applications must be received no later than Thursday, Sept. 13 at 4:30 p.m.

Track Your Evaluation

Your Association has created the CEA Teacher and Licensed Support Professional Evaluation System Checklist. This evaluation form is for members to use to record all activities of the evaluation process. The form will help you keep track of pre-observation conferences, observations, walkthroughs and final conferences.

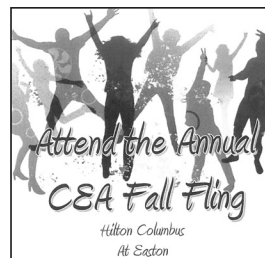
We must be vigilant about making sure everyone follows the guidelines for ILEAD. We know from experience that if we track the events that occur during the evaluation process, we can get a good idea of where we stand. This document is not an official CCS form. It is merely a tool for members'

personal use in keeping track of your progress. You can find the form on the CEA website under the "Forms" tab, or it can be downloaded by going to <http://bit.ly/ccseval1819>.

Additionally, the CCS ILEAD website <http://bit.ly/ILEADccs> will have up-to-date information regarding the CCS teacher evaluation process. If you have specific questions, contact CEA Staff Consultant Teri Mullins at (614) 253-4731 or Wendy Jones at the Office of Professional Learning and Licensure, at (614) 365-5039.

Fall Fling is Coming

Are you coming to the CEA Fall Fling? Join us Friday, September 14, from 4–8 p.m. at the Hilton Easton, 3900 Chagrin Drive. Your Association just welcomed more than 150 new members this school year—help them celebrate their new career and welcome them to the CEA family. Our annual party features music, great food and prizes. Get to know your colleagues; meet candidates for office and local elected officials. Admission is free. Beer and wine are just \$2.



Special Notes

- ❑ **Beginning Tuesday, Sept. 4, the CEA Office weekday hours will change.** The office will be open from **8:30 a.m. to 4:30 p.m., Monday-Friday.**
- ❑ **The Peer Assistance and Review (PAR) Office will be offering two orientations for Resident Educators (RE).** The orientations are being held on **Tuesday, Sept. 4, and Wednesday, Sept. 5, from 4:30–6:30 p.m.** REs are required to attend only one orientation. Register in the **CCS PD System (PDS)**. If you have questions, call the PAR Office at **614-365-5110** or check with your PAR Consulting Teacher.
- ❑ **Teachers should submit self-assessments in the ILEAD evaluation system by Friday, Sept. 7.** The deadline to submit teacher-developed Student Learning Objectives into the ILEAD Portal is **Friday, Sept. 28.** Additionally, teachers' first scheduled conferences with their evaluator should be accomplished by **Friday, Sept. 28.**
- ❑ **The first CEA Legislative Assembly of the 2018–2019 school year will be held on Thursday, Sept. 20, at The Boathouse at Confluence Park, 679 W. Spring Street. Registration begins at 3:30 p.m. with the meeting starting promptly at 4:30 p.m. All Faculty Representatives should plan to be in attendance. Dinner will be provided. RSVP to Michelle Crouse at crousem@ceaohio.org.** Be sure to include your name and the building/unit you represent.
- ❑ **Sick Leave Bank enrollment ends Friday, Sept. 28.** Donate two days in order to be able to borrow up to ten days. The donation form is available on the CCS Intranet under "Human Resources" or the CEA website under the "Forms" tab.



CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

Contact us today and allow our experience to work for you.
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