Check Your Check
The charts below show the bi-weekly gross pay for both pay plans. Both charts are reflective of the three percent raise negoti- ated in the new Master Agreement. We all expect our paychecks to be correct. But sometimes pay is incorrectly calculated. We urge you to look at your pay stub 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 CCS Payroll Department can correct your check before it is direct deposited. Contact Payroll immediately at (614) 365-6400.

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as educators and our professionalism. This was a contract that was bargained at the table, but was won in the streets. Your support at the mass meeting, the march, the Board of Education protest, and the picket sent a strong message that we will be taken seriously. For that, the CEA Bargaining Team says “thank you.”

We know we have sacrificed for over a decade while the state and the Board has asked us to do more with less. We as a Union have made much progress in a year; while we cannot fix the problems of Columbus City Schools in one round of contract negotiations, we have planted the seeds for change to make our schools the Schools #Columbus Students Deserve. Your Union is committed to these ends by continually organizing our members and cultivating and partnering with politicians who are friends of public education regardless of party. We will build upon our partnerships with community groups so that our student learning conditions and your working conditions will be improved.

What is CECE?
CECE (Columbus Early Career Educators) is a group committed to serving teachers in Columbus new to the profession, with between 0–10 years of experience. The core members are passionate about helping other teachers navigate the early stages of their career. There are so many lofty questions new teachers face such as: How do I get school supplies? What does my contract really say? Or simply, does anyone else out there understand what I’m going through as a first year teacher? This group serves to help answer those questions and be a helping hand to new teachers. Monthly socials are held to network and hang out, and the first one is on Friday, Sept. 27, at World of Beer, Easton at 4:30 p.m. Come meet some amazing folks and have a great time with other early career educators!

New Master Agreement Coming
Your Union has begun work on typesetting the newest version of the Master Agreement. Until the document has been revised and finalized, members may download a copy of the Conceptual Agreement, ratified on August 25, at http://bit.ly/1922ceA.

Discipline Plan Update
The CEA Master Agreement specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing. The discipline plan establishes procedures for the administration of all forms of discipline within the schools, including procedures related to suspension and recommendation for discipline. Failure to have a plan in place is subject to a grievance at the end of October. For information about applying for this program, contact Dorothy Wilson at (614) 253-4731.

Fall Fling Is Coming
Are you coming to the CEA Fall Fling? Join us Friday, Sept. 20, from 4–8 p.m. at the Hilton Easton, 3980 Chagrin Drive. Your Association just welcomed nearly 200 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.

Sept. LA
The first CEA Legislative Assembly of the 2019–2020 school year will be held on Thursday, Sept. 12, 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.

Apply for TLI
The CEA, in collaboration with NEA, the National Board of Professional Teaching Standards, and the Center for Teaching Quality, is seeking 40 more CEA members to participate in the 2019 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 and complete the entire experience will receive a $500 completion honorarium and earn 18 CEUs for their work. The deadline to submit your online application is Friday, Oct. 18. To submit your application, go to http://bit.ly/cea19di. Be sure that your application is complete. Applicants will be notified of selection by the end of October.

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 Sept. 2019 and June 2020 with at least a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the 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/falleaschol19 to download the application form. The deadline is 4:30 p.m. on Friday, Oct. 18. If you have questions, call Kathy Wilkes at (614) 253-4731.

Sick Leave Bank
Our Sick Leave Bank, negotiated by your Union, can help bridge the gap between paychecks if bargaining unit members run out of their accumulated sick leave. It’s easy to join the Sick Leave Bank. Simply deposit two days and fill out the application form, which can be downloaded at http://bit.ly/31XMQQG. The deadline to apply to join the sick leave bank is Sept. 30. Anyone who exhausts his or her sick leave may apply to borrow up to 10 days from the bank. These borrowed days will be “paid back” as additional days are earned. In order to borrow days from the Sick Leave Bank, bargaining unit members must fill out a withdrawal form, which can be downloaded at http://bit.ly/31Z5S8. When you retire or resign, the two days you deposited to join will be returned to you. If you joined the Sick Leave Bank in the past, you do not need to rejoin, nor do you need to make an additional donation.

Special Note
☐ All Resident Educators are required to attend one of these two Resident Educator Orientations: Sept. 4: Columbus Downtown HS from 4:30–6:30 p.m. or Sept. 10: Southland Center (3700 S. High St.) 4:30–6:30 p.m.

CEA Pre-Paid Legal Services Plan
OEA/NEA Attorney Referral Program
At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers 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.
(614) 461-4454 • www.cloppertlaw.com