

Salaries for 2019–2020

The following is the salary schedule for teachers and certificated personnel for 2019–2020. 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 19, 2019, teachers and school nurses possessing a valid school nurse certificate shall be paid in accordance with the following:

Steps/ Years Experience	Pre-License Bachelor's Degree	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree + 30 Semester Hours	Ph.D.
0	\$34,257	\$42,981	\$44,228	\$47,667	\$48,568	\$51,677
1	34,257	42,981	44,228	48,612	49,557	52,729
2	35,631	44,701	45,990	49,557	50,546	53,781
3	37,050	46,505	47,838	51,534	52,566	55,930
4	38,554	48,354	49,730	53,598	54,629	58,125
5	40,059	50,287	51,750	55,746	56,820	60,457
6	41,691	52,307	53,813	57,982	59,099	62,881
7	41,691	54,371	55,962	60,302	61,463	65,396
8	41,691	56,564	58,196	62,709	63,956	68,049
9	41,691	58,841	60,517	65,203	66,491	70,747
10	41,691	61,162	62,925	67,824	69,156	73,583
11	41,691	63,612	65,460	70,532	71,907	76,510
12	41,691	66,191	68,083	73,368	74,788	79,574
13	41,691	68,812	70,790	76,291	77,796	82,774
14	41,691	71,564	73,626	79,344	80,890	86,067
15	41,691	74,443	76,592	82,634	84,268	89,654
16	41,691	74,626	76,775	82,925	84,559	89,945
17	41,691	74,809	76,957	83,108	84,742	90,128
18	41,691	74,809	76,957	83,108	84,742	90,128
19	41,691	75,635	77,784	83,935	85,569	90,956
20	41,691	76,462	78,611	84,762	86,395	91,781
21	41,691	76,462	78,611	84,762	86,395	91,781
22	41,691	76,462	78,611	84,762	86,395	91,781
23	41,691	77,730	79,879	86,030	87,664	93,051
24	41,691	79,000	81,148	87,299	88,933	94,319
25	41,691	79,000	81,148	87,299	88,933	94,319
26	41,691	79,000	81,148	87,299	88,933	94,319
27	41,691	80,753	82,902	89,054	90,687	96,074
28	41,691	82,507	84,656	90,807	92,440	97,826
29	41,691	82,507	84,656	90,807	92,440	97,826
30	41,691	84,342	86,491	92,643	94,276	99,663
31	41,691	86,178	88,326	94,477	96,111	101,497

903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher workday of the 2019–2020 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$33.63 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, 2019:

Years of Experience	Hourly Rate
0, 1 or 2	\$36.71
3	37.39
4 or 5	38.08
6	38.77
7 or more	39.48

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2019–2020 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$33.63
3, 4 or 5	34.79
6, 7 or 8	36.01
9 or more	37.20

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 19, 2019	\$33.63

Insurance Plan Update: Great News

CCS has a self-funded insurance plan. In this type of insurance plan, claims are paid from the money collected for members' insurance benefits. Claims are only paid out when they occur. If claims are consistently lower than expected, money collected from members' insurance premiums remain in reserve. Higher-than expected claims result in a quicker depletion of the self-funded plan reserve and cause future premium costs to increase.

From 2017 until this year, CEA members have seen the cost of their insurance premiums increase by a total of 15.4 percent. This cost increase has been caused by a variety of factors, including, but not limited to: increased usage, high-cost claims, price inflation increasing the cost of goods and services of health care providers, new medical techniques and aggressive treatments of conditions, and ongoing changes in STRS benefits resulting in a higher number of CCS employees using our insurance for high-cost claims prior to enrolling in STRS insurance.

Your Union is happy to announce this disturbing three-year streak of steadily increasing insurance premium costs has now been broken. The number and amount of claims paid out from the insurance fund has been lower than expected. Due to this favorable experience, CEA members' premiums will not increase for the 2020 calendar year. In fact, for the first time in more than a generation, CEA members will pay 2.7 percent less in insurance premiums for 2020 than 2019.

Know Your New Contract:

PD and Staff Meetings

Section 507.04 of the newly ratified *Master Agreement* includes a requirement that full-time bargaining unit members engage in a minimum of 40 hours each school year of job-embedded professional development. This PD must be aligned to high-impact strategies identified in the Ohio Improvement Plan for each bargaining unit members' school or the District. There are multiple formats to engage in the 40 hours of job-embedded professional development. Formats include the District's PD days, early release days, TBTs, instructional rounds and/or building staff meetings.

Section 205.01 of the *Master Agreement* requires all bargaining unit members assigned to a school building to attend two regular meetings per month, if called by the principal of the school. Your administrator cannot require you to sign in and out of a staff meeting.

If your principal is offering CEUs at your staff meetings and you wish to receive them, you must sign in and out at your staff meeting. State law and the CCS Local Professional Development Committee require official written documentation of attendance in order to award CEUs to individuals who participate in District-offered professional development.

Interims and IEP Progress Reports

Effective with the ratification of the 2019–2022

The CEA Master Agreement is set to expire in less than 1,073 days.

Master Agreement, interim reports have been eliminated.

Teachers and support staff who provide services to students with an IEP or 504 will still need to comply with all progress monitoring requirements of the IEP or 504. The district is required to provide a report of student's progress on their IEP goals and objectives as often as the district provides grade reports to all students. In the past, the district has sent home grade reports to all students every four and a half weeks.

When the IEP team meets for an annual review, the team may determine that less frequent monitoring may be appropriate for that student. You will be able to modify the progress monitoring frequency during the annual review. If you are holding an IEP meeting for the purpose of amending the IEP, the IEP team could also review and modify the frequency of progress monitoring. You are **NOT** permitted to amend an IEP for the **SOLE PURPOSE** of modifying the frequency of progress monitoring.

Remember 9/11 Through Service

It's hard to forget the dark day of Sept. 11, 2001. On that day, we ceased to be separate neighborhoods and groups.

In a moment, whatever differences may have existed between people throughout the country were instantly dissolved and rendered trivial compared to our

fundamental compassion and concern for the well-being of others. There is a way to honor the memories of the more than 3,000 people who died that day. On Dec. 18, 2001, Congress designated Sept. 11 as Patriot Day, or the National Day of Service and Remembrance. Each year we honor those who died in the terrorist attacks. In commemoration, U.S. flags should be flown at half-staff and Americans observe a moment of silence beginning at 8:46 a.m., the moment the first plane crashed into the World Trade Center. There are days of opportunities for hundreds of thousands of volunteers to paint and refurbish homes, run food drives, spruce up schools, reclaim neighborhoods, and support and honor veterans, soldiers, military families and first responders. Sign up at www.911day.org/toolkit/ and download resources, including lesson plans focusing on ways that your students can join together as a class to serve their communities. Also, visit www.serve.gov for more information.



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/cea19tli>. Be sure that your application is complete. Applicants will be notified of selection by 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, 3900 Chagrin Drive. Your Association just welcomed nearly 250 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.



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/fallceaschol19> to download the application. The deadline is 4:30 p.m. on Friday, Oct. 18. If you have questions, call Kathy Wilkes at (614) 253-4731.

Special Note

- The **first CEA Legislative Assembly** of the 2019–2020 school year will be held on **Thursday, September 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.
- The **Columbus Early Career Educators (CECE)** will meet to network and hang out 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!
- All Resident Educators** who did not attend last week's Resident Educator Orientation must attend the **Resident Educator Orientation on Tuesday, Sept. 10, 4:30–6:30 p.m.** at the **Southland Center** (3700 S. High St.—last offering); **SLO Open Session, Wednesday, Sept. 18, 4:30–6:30 p.m.** @ **Hudson Computer, Lab 1**; and **Nuts and Bolts of Classroom Management, Tuesday, Sept. 24, 4:30–6:30 p.m., Hudson Lindquist Room.**
- Sick Leave Bank enrollment ends Monday, Sept. 30.** **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

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