

Salaries for this School Year

The following is the salary schedule for teachers and certificated personnel for 2020–2021. **This salary schedule reflects a 3 percent raise.** 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 24, 2020, 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 | 35,285 | 44,271 | 45,554 | 49,097 | 50,026 | 53,228 |
| 1 | 35,285 | 44,271 | 45,554 | 50,071 | 51,044 | 54,311 |
| 2 | 36,701 | 46,042 | 47,370 | 51,044 | 52,063 | 55,395 |
| 3 | 38,161 | 47,901 | 49,273 | 53,081 | 54,144 | 57,608 |
| 4 | 39,711 | 49,806 | 51,222 | 55,207 | 56,269 | 59,869 |
| 5 | 41,261 | 51,797 | 53,303 | 57,420 | 58,525 | 62,271 |
| 6 | 42,943 | 53,877 | 55,428 | 59,722 | 60,873 | 64,768 |
| 7 | 42,943 | 56,002 | 57,641 | 62,111 | 63,308 | 67,359 |
| 8 | 42,943 | 58,261 | 59,942 | 64,591 | 65,875 | 70,091 |
| 9 | 42,943 | 60,608 | 62,333 | 67,160 | 68,487 | 72,869 |
| 10 | 42,943 | 62,997 | 64,813 | 69,859 | 71,231 | 75,791 |
| 11 | 42,943 | 65,521 | 67,424 | 72,649 | 74,065 | 78,805 |
| 12 | 42,943 | 68,178 | 70,126 | 75,571 | 77,031 | 81,961 |
| 13 | 42,943 | 70,877 | 72,914 | 78,580 | 80,130 | 85,259 |
| 14 | 42,943 | 73,712 | 75,836 | 81,725 | 83,317 | 88,649 |
| 15 | 42,943 | 76,677 | 78,890 | 85,113 | 86,796 | 92,343 |
| 16 | 42,943 | 76,865 | 79,079 | 85,414 | 87,096 | 92,644 |
| 17 | 42,943 | 77,054 | 79,267 | 85,602 | 87,284 | 92,832 |
| 18 | 42,943 | 77,054 | 79,267 | 85,602 | 87,284 | 92,832 |
| 19 | 42,943 | 77,906 | 80,119 | 86,453 | 88,137 | 93,684 |
| 20 | 42,943 | 78,756 | 80,969 | 87,305 | 88,988 | 94,535 |
| 21 | 42,943 | 78,756 | 80,969 | 87,305 | 88,988 | 94,535 |
| 22 | 42,943 | 78,756 | 80,969 | 87,305 | 88,988 | 94,535 |
| 23 | 42,943 | 80,062 | 82,276 | 88,611 | 90,295 | 95,842 |
| 24 | 42,943 | 81,370 | 83,584 | 89,918 | 91,601 | 97,149 |
| 25 | 42,943 | 81,370 | 83,584 | 89,918 | 91,601 | 97,149 |
| 26 | 42,943 | 81,370 | 83,584 | 89,918 | 91,601 | 97,149 |
| 27 | 42,943 | 83,176 | 85,390 | 91,726 | 93,409 | 98,956 |
| 28 | 42,943 | 84,983 | 87,196 | 93,532 | 95,214 | 100,762 |
| 29 | 42,943 | 84,983 | 87,196 | 93,532 | 95,214 | 100,762 |
| 30 | \$42,943 | 86,873 | 89,086 | 95,423 | 97,106 | 102,653 |
| 31 | \$42,943 | 88,764 | 90,977 | 97,312 | 98,994 | 104,542 |

903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher workday of the 2020–2021 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$34.64 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, 2020:

| Years of Experience | Hourly Rate |
|---------------------|-------------|
| 0, 1 or 2 | \$37.82 |
| 3 | 38.52 |
| 4 or 5 | 39.23 |
| 6 | 39.94 |
| 7 or more | 40.67 |

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2020–2021 school year:

| Years of Experience | Hourly Rate |
|---------------------|-------------|
| 0, 1 or 2 | \$34.64 |
| 3, 4 or 5 | 35.84 |
| 6, 7 or 8 | 37.09 |
| 9 or more | 38.32 |

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 24, 2020 | \$34.64 |

2020-2021 School Year

Dear CEA Sisters and Brothers:

The ending of the last school year was bizarre. We were called upon to once again to work miracles and as always, we rose to the challenge. The start of this school year will be no different. The pandemic has caused serious stress and anxiety for our members. How we performed the duties of our profession changed overnight; significant new challenges to our jobs have arisen where they didn't exist previously. Preexisting inequalities and inequities woven into the fabric of our country have been bared by the pandemic.



CEA President John Coneglio

This summer, your Union spent hours negotiating an MOU with the District for the start of this school year. In the Bargaining Team's last update, we said, "We want to be clear that this MOU is not a win. A win would be returning to a safe and healthy school environment with our students to begin the upcoming school year." There is no winning in this pandemic, and I know we are all trying to and will make the best of the worst possible situation. This will be a very challenging school year, but I, along with the CEA Bargaining Team firmly believe this MOU will provide the interim working conditions necessary to continue to deliver the best possible instruction. Your Union will continue in our efforts to represent our collective interests, and fight for the schools Columbus Students Deserve.

I would like to say goodbye to a dear friend of CEA, Rick "The Hammer" Logan who passed away on Wednesday, August 19. Rick served the members of CEA as Vice President, Chief Negotiator and Staff Consultant. I had the pleasure of doing union work with him—he always radiated the energy and the strength of the Union. He fought for the members of CEA with a fierce determination and spirit. My last conversation with Rick was right after our contract ratification. He told me that we did a great job and we should be proud of our work. Rick knew that the reason we were able to achieve that last contract was because of the unity and solidarity of our members. To that end, I would like to welcome the newest members of our Union family who have joined as of just days ago.

Sisters and Brothers, we are a strong Union because of our members and because of their involvement. We must remain unified.

In Solidarity,

John Coneglio
President, Columbus Education Association

The Story of Rick "The Hammer" Logan

(As told by Rhonda Johnson.)

As Shakespeare wrote, "All the world's a stage, and all the men and women merely players. They have their exits and their entrances. And one man in his time plays many parts."

That was Rick Logan.

He was an industrial arts teacher and home-school community agent at the former Franklin Jr. High School, a member of the CEA Board of Governors, Vice President of



Rick Logan

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 723 days.

Grievance Update

Your Association works hard to protect your rights and maintain the integrity of the negotiated contract. While we advise bargaining unit members to work out problems at the building level first, we know this isn't always possible. We will regularly inform you of the grievances on which CEA is working.

| Building/Unit/Administrator | Statement of Grievance | Relief Requested | Disposition |
|--|---|---|--|
| South HS Edmund Baker | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Edmund Baker, failed to adjust classroom numbers so that the class sizes/student load for teacher(s) at South HS meet contractual requirements. | That the principal immediately adjust numbers to make all classes and student loads for teacher(s) in the building compliant with the numbers required in the contract; and that no reprisals be taken against any member of the bargaining unit because of the filing of this grievance and that NO reprisals be taken against the grievant because of filing of this grievance. | Arbitrator selected. Arbitration hearing date pending. |
| CCS Administration | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board failed to provide the sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes. | That the Board provide a sufficient number of elementary physical education teacher(s) at Berwick K-8 to ensure physical education once per week in grades K-5 for 45 minutes and that NO REPRI-SALS be taken against the grievant or any other bargaining unit member due to the filing of this grievance. | Step II Hearing pending. |
| East Columbus ES Jamie Spreen | The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of East Columbus ES, Jamie Spreen, failed to provide appropriate administrative support to the grievants in the discipline of their students. | That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRI-SALS be taken against the grievants or any other bargaining unit member due to the filing of this grievance. | Step 1 Hearing pending. |

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CEA, OEA Labor Relations Consultant, a retired CEA member, and then a CEA consultant for another 10 years.

But he was more than an educator and a union activist. Rick left an imprint on the lives of tens of thousands of teachers, first as a member of the CEA bargaining team, then as chief negotiator of CEA contracts dating back to the 1980s—when we were struggling to create Ohio's collective bargaining law—but secondly, and equally, as a friend.

He will be missed.

Rick grew up Bluefield, W. Va. steeped in the impact of organized labor. His grandfather who raised him was an organizer for John L. Lewis, the national president of United Mine Workers from 1920–1960. Rick started working at age 14 to help support his family. After graduating from high school, he enrolled in Bluefield State, but he later dropped out find his way in the world and became a union iron worker. Later, after moving to Columbus, Rick returned to school and earned his bachelor's and master's degrees from The Ohio State University.

He is the only person I know who did his student teaching while being employed with CCS at the same time. He was also a huge Buckeye football fan and traveled across the county to see them play.

Rick was deeply devoted to our organization, and to the people whom it represents. His job was to advocate for our profession. Rick would save your job, and he would save your life. Everything in the four corners of the current contract was fought for and won by Rick.

To say there was no one like him is a bit of cliché. But it's true. There will never be another Rick Logan. Of all the people who have called CEA their union, it was Rick who made the trains run.

Here's a short list of the progress he helped us achieve:

- Supplemental contracts for athletics, activities, department chair duties and other activities outside of the routine work day
- An association unit for latchkey teachers and part-time hourly professionals
- Vision insurance
- Chiropractic visits
- Domestic partner benefits and non-discrimination language for LGBT
- Reform Panel and other teacher leadership positions
- The voluntary separation (buy-out) option
- Super-severance pay
- Direct deposit
- Assault leave
- Flexible spending accounts
- Longevity steps on the salary schedule
- The Article 211 process

Rick was larger than life. He wore many monikers. One of them was *The Hammer*. And it was well earned. To work with Rick was like working with a super-hero. There was nothing he wouldn't do to advocate for Columbus teachers, be it professional or personal. To the administration, he was a formidable foe. To the teachers, he was the best advocate who ever lived. He was always a straight shooter. You never had to guess where his loyalties lay. He did what was best for us all, all the players in the school system and

the administration: the teachers, the staff, and the students. Rick Logan commanded respect. But he was never disrespectful.

This is because Rick loved people, especially those who were the heart and soul of CEA. He wanted us to live our best lives, for ourselves. He went so far as to find a kidney for a member who needed one. Rick was like the United Way. If you needed something, Rick could get it done. You needed safety, he found it for you. You needed housing, he located it. You needed food or clothing, he made sure you had it. You needed a kidney, he got that for you, too. [You needed a good psychiatrist, he got that, too.] Rick was tough, but he was the kindest person you ever met.

Rick Logan should have been an actor. He had a talent for articulating exactly what was needed, in just the right tone, at just the right time. He always knew exactly how much "hammer" was needed for the hearing, the negotiations, the meeting, or the conversation. If you were with him, you always felt that you were getting the best deal for whatever cards you were dealt. The house always wins, and it was Rick's house. He always won, and there was absolutely nothing he wouldn't do to make sure he won for you.

We won't be the same without Rick Logan. Our hearts are with his wife, Ronda Logan, and his children Richard, Jr. and twins Maggie and Rae, and a host of people who were proud to call him their friend. We know our lives are better because we knew him.

Rhonda Johnson was the President of the Columbus Education Association from 2004 until 2014. Prior to that, Johnson spent ten years as Vice President from 1994 until 2004.

Earning CEUs For Summer Institute PD

Prior to the extended closure, CEA bargaining unit members who attended in-person professional development and wished to earn Continuing Education Units (CEUs) would verify their attendance by signing-in and out on hard-copy time sheets. CEA bargaining unit members who attended PD sessions but did not want the CEUs were not required to sign in or out.

With in-person professional development on hold, building principals and department supervisors are creating "Courses" in the CCS Professional Development System for CEUs to be awarded for the virtual PD Days. Additionally, the building or department's administrative Course Requester (i.e., principals, supervisors) will hold a virtual "sign-in/sign-out" session at the beginning and end of each full (or half) day of PD in which CEUs are eligible. This process is in alignment with the LPDC procedures and Credit Bearing Chart for virtual professional development.

Only CEA bargaining unit members who wish to earn CEUs from the virtual PD should capture their attendance at the sign in/sign out session with their building principal or department supervisor. Your principal or supervisor should be able to direct you to the course(s) to register for in the PDS and would provide the necessary links for the virtual staff meetings.

Designated Worksites and Pickup of Materials

CEA Bargaining Unit members who need to retrieve or obtain materials from their 2019–2020 work location should schedule a time or date with their supervisor to do so. This time shall be

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scheduled during the workday from Monday, Aug. 24 until Friday, Sept. 4. All employees must follow established CCS Health and Safety Guidelines. Per the District, only CEA Bargaining Unit Members may retrieve or obtain materials unless a special circumstance is arranged with their supervisor.

Your Union knows that our members wanted to know what their work location was going to be for the first day of the 2020–2021 school year. The Return To School Memorandum of Understanding (MOU) requires the Board to provide designated workspace for CEA Bargaining unit members who have not been directed to return to a CCS worksite but would prefer to work onsite. As of the time this issue of *The CEA Voice* went to press, the District had not yet provided information regarding the locations of designated workspace sites or the application process to request a designated workspace.

Student Pickup of Materials

Students will be picking up curriculum materials and Chromebooks from CCS buildings beginning in early September. The majority of the pickups will occur within the workday. Only CEA Bargaining Unit members who volunteer to assist with student pickups of materials may participate. Regardless of the time, your participation will count towards one of the required extracurricular duties. Principals may ask CEA Bargaining Unit members to volunteer, however, both HR and CEA are in agreement your principal cannot require you to participate in any student pickup dates or times.

Open House

This year, all school Open Houses will be held virtually. Article 209.07 requires CEA Bargaining Unit Members to attend Open House, and participation counts towards one of the required extracurricular duties. Chapter 1400 requires that a school’s annual Open House be held during the month of September.

Teacher Grading For Pay

In the spring, CCS and CEA entered into a Memorandum of Understanding that would pay a teacher a minimum of 10 hours for work done to grade a student’s Quarter 4 work from the previous school year. The district is in the process of readying legislation to preemptively board all classroom teachers in order to be paid. This work would be paid only in the event that a student completed work to increase a grade of “I” to that of “P” and makes a request for the change. A student has until Sept. 15, 2020, to make this request. Teachers who are requested to perform this work may choose not to, but should inform the student and their administrator of their decision.

The District is in the process of preemptively boarding teachers, and expects to complete the process on Tuesday, Sept. 1. Only work performed after the scheduled boarding date of Sept. 1 will be eligible for payment. The District will provide further guidance soon. To read the MOU, go to <https://bit.ly/34eX3EF>.

Application for CCS Digital Academy Open

This is the posting provided to your Union for the CCS Digital Academy. Any questions about this posting should be directed to Pegeen Cleary-Potts.

Columbus City Schools is seeking certificated teachers for a unique extended learning opportunity. CCS teachers can apply to be a part of the CCS Digital Academy from now until September 4th via this <https://forms.gle/NAgEux4Kpf6VRUX27> (must be logged into your CCS Google account). These positions will support students outside the regular teaching schedule and have flexible hours, up to 10 hours per week, at the supplemental hourly rate. We expect more hours will be utilized at the beginning of the school year to get students up and running in the program. Work expectations for these positions can be found below.

If you have questions about working for the CCS Digital Academy, contact Pegeen Cleary Potts at pcleary9052@columbus.k12.oh.us.

Elementary Grades K-5, Unified Arts K-12, Intervention Specialists K-12, Special Education Coordinators, and Middle and High School English, Math, Science and Social Studies Teachers

Supplemental Position

Teachers assigned to CCSDA in this manner will be on a supplemental contract to hours outside of the contractual workday with students assigned in the following ratios:

K-5: 1:40
6-12: 1:80

1. As teacher of record for assigned students, provide supplemental asynchronous instruction to students where the foundation for the learning is a self-paced platform. Create and implement supplemental asynchronous lessons that enrich and differentiates core content that is presented in the district approved platform. Record the direct instruction portion of lessons (inclusive of relevant discussion and questions/answers, if applicable) during the Zoom lesson and place in Google Classroom for students and parents to review. For any CEA bargaining unit member who serves as teacher of record, the expectation is that the member post a minimum of 90 minutes of weekly recorded content at the K-6 grade level and 60 minutes of weekly recorded content per preparation at the 7-12 grade level. With prior approval of a supervisor/principal, a teacher, in his or her professional judgment, may choose not to record and/or post a lesson.
2. Post office hours that incorporate the option for some synchronous learning reteaching opportunities for individual students or small groups of students.
3. Communicate with parents regularly to assure student success and document contact and attempted contact in the PLP log of Infinite Campus. Respond to student and parent emails.
4. Teachers will continue to utilize the Infinite Campus Electronic Behavior Referral System when necessary to report behavior infractions to their respective administrative teams. This is applicable to all educational delivery platforms and programs.
5. Enter grades into Infinite Campus as required by the online platform.
6. Provide participation guidance that will be counted in the grading for the course.

Shady Anti-Union Group Now Targeting Member Cell Phones

An anti-union group called the “Freedom Foundation” which previously announced that they would begin knocking on union members’ doors in Ohio, has seemingly also gained access to some CEA members’ cell phone numbers. A small number of members reported to CEA that they received unsolicited text messages to their personal cell phones encouraging them to learn more about opting out of their union. It is unclear how the group obtained these numbers, but CEA can confirm that they were not provided by the district.

You may recall that according to watchdog group the Northwest Accountability Project, the Freedom Foundation is an affiliate of the State Policy Network, a “national network with ties to groups that attack the LGBTQ community, communities of color, women’s rights, and fuel white supremacy in our country.” It’s clear from video messages posted online that their number one goal is to defund and weaken unions.

Without a strong union we can’t fight for the Schools #Columbus-StudentsDeserve, negotiate strong contracts, represent members, build political power for educators, offer professional development, community involvement, and social opportunities, or any of the many other things we do! For more information about the Freedom Foundation, visit nwaccountabilityproject.com.

Sick Leave Bank

The *Master Agreement* provides a very important benefit: our Sick Leave Bank. Every year, some of us experience devastating illnesses and injuries requiring long recovery periods; or, we simply have not accumulated enough sick leave to cover extreme situations. You can help by donating two sick days to the Sick Leave Bank. It’s easier than ever before to join.

The donation form is available on CEA website at www.ceaohio.org/forms/ as a fillable PDF. The deadline for donations is Wednesday, Sept. 30. Any bargaining unit member who exhausts their sick

leave may apply to borrow up to 10 days from the bank. They will be required to pay back the borrowed days as additional days are earned. 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. Please note that in order to withdraw days from the sick leave bank, bargaining unit members must complete a Sick Leave Bank withdrawal form, located on the CEA website.

CEA Scholarship Recipients

For more than four decades, CEA has honored the hard work of our retirees and honored friends of education at the Annual CEA Awards & Retirement Banquet. Due to the COVID-19 Pandemic, this year's banquet, scheduled to be the 44th, was canceled.

Over the past thirty years, your Union has supported our members' students with scholarships at this event. Despite the cancellation of the banquet, CEA continued the tradition of awarding scholarships. We congratulate this year's winners and their CEA-member parents.

Christa McAuliffe Scholarship

Gabriella Van Zile, daughter of Jodi Van Zile, School Nurse

CEA General Scholarship

Kate Kinley, daughter of Kristina Naegele, Independence HS

Joan Donley CEA-R Scholarship

Dani Koehler, daughter of Sheri Koehler, Centennial HS

CEA-R Scholarship

Kimberly Kollmer, daughter of Lori Quier, Liberty ES

John E. Grossman Memorial Scholarship

Dyiamond Baldwin, South HS Graduating Senior

Rhonda Johnson Scholarship

Samuel Haga, son of Lauren Haga, Columbus Global Academy

David A. Thompson Memorial Scholarship

Marie Cooper, West HS Graduating Senior
T'Kia Rayford, Walnut Ridge HS Graduating Senior

Columbus Education Association



Master Agreement 2019-2022

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Remember that your
CEA Master Agreement
is always located
on our website at

www.ceaohio.org/cea-contract/

and click on

2019-2022 CEA Master Agreement