

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 negotiated 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 the Tuesday prior to the 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.

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	1,680	2,108	2,169	2,338	2,382	2,535
1	1,680	2,108	2,169	2,384	2,431	2,586
2	1,748	2,192	2,256	2,431	2,479	2,638
3	1,817	2,281	2,346	2,528	2,578	2,743
4	1,891	2,372	2,439	2,629	2,679	2,851
5	1,965	2,467	2,538	2,734	2,787	2,965
6	2,045	2,566	2,639	2,844	2,899	3,084
7	2,045	2,667	2,745	2,958	3,015	3,208
8	2,045	2,774	2,854	3,076	3,137	3,338
9	2,045	2,886	2,968	3,198	3,261	3,470
10	2,045	3,000	3,086	3,327	3,392	3,609
11	2,045	3,120	3,211	3,459	3,527	3,753
12	2,045	3,247	3,339	3,599	3,668	3,903
13	2,045	3,375	3,472	3,742	3,816	4,060
14	2,045	3,510	3,611	3,892	3,967	4,221
15	2,045	3,651	3,757	4,053	4,133	4,397
16	2,045	3,660	3,766	4,067	4,147	4,412
17	2,045	3,669	3,775	4,076	4,156	4,421
18	2,045	3,669	3,775	4,076	4,156	4,421
19	2,045	3,710	3,815	4,117	4,197	4,461
20	2,045	3,750	3,856	4,157	4,238	4,502
21	2,045	3,750	3,856	4,157	4,238	4,502
22	2,045	3,750	3,856	4,157	4,238	4,502
23	2,045	3,812	3,918	4,220	4,300	4,564
24	2,045	3,875	3,980	4,282	4,362	4,626
25	2,045	3,875	3,980	4,282	4,362	4,626
26	2,045	3,875	3,980	4,282	4,362	4,626
27	2,045	3,961	4,066	4,368	4,448	4,712
28	2,045	4,047	4,152	4,454	4,534	4,798
29	2,045	4,047	4,152	4,454	4,534	4,798
30	2,045	4,137	4,242	4,544	4,624	4,888
31	2,045	4,227	4,332	4,634	4,714	4,978

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	1,357	1,703	1,752	1,888	1,924	2,047
1	1,357	1,703	1,752	1,926	1,963	2,089
2	1,412	1,771	1,822	1,963	2,002	2,131
3	1,468	1,842	1,895	2,042	2,082	2,216
4	1,527	1,916	1,970	2,123	2,164	2,303
5	1,587	1,992	2,050	2,208	2,251	2,395
6	1,652	2,072	2,132	2,297	2,341	2,491
7	1,652	2,154	2,217	2,389	2,435	2,591
8	1,652	2,241	2,305	2,484	2,534	2,696
9	1,652	2,331	2,397	2,583	2,634	2,803
10	1,652	2,423	2,493	2,687	2,740	2,915
11	1,652	2,520	2,593	2,794	2,849	3,031
12	1,652	2,622	2,697	2,907	2,963	3,152
13	1,652	2,726	2,804	3,022	3,082	3,279
14	1,652	2,835	2,917	3,143	3,205	3,410
15	1,652	2,949	3,034	3,274	3,338	3,552
16	1,652	2,956	3,042	3,285	3,350	3,563
17	1,652	2,964	3,049	3,292	3,357	3,570
18	1,652	2,964	3,049	3,292	3,357	3,570
19	1,652	2,996	3,082	3,325	3,390	3,603
20	1,652	3,029	3,114	3,358	3,423	3,636
21	1,652	3,029	3,114	3,358	3,423	3,636
22	1,652	3,029	3,114	3,358	3,423	3,636
23	1,652	3,079	3,164	3,408	3,473	3,686
24	1,652	3,130	3,215	3,458	3,523	3,737
25	1,652	3,130	3,215	3,458	3,523	3,737
26	1,652	3,130	3,215	3,458	3,523	3,737
27	1,652	3,199	3,284	3,528	3,593	3,806
28	1,652	3,269	3,354	3,597	3,662	3,875
29	1,652	3,269	3,354	3,597	3,662	3,875
30	1,652	3,341	3,426	3,670	3,735	3,948
31	1,652	3,414	3,499	3,743	3,807	4,021

Teacher Evaluation

As we begin a new school year, it is time to start the evaluation process. Per the Joint Evaluation Committee, the district will be using OTES 1.0 for the 2020–2021 school year. Per HB164, this year's evaluation prevents districts from using any student growth measures (SGMs) for the purpose of evaluations in the 2020–2021 school year. This means that this year's OTES evaluations will be based on performance only.

The joint evaluation panel has also agreed that, at this time, no virtual observations or walk throughs will be conducted. The evaluation panel will be meeting Sept. 22, 2020, to determine if any additional guidance from ODE is available regarding virtual observations and walk throughs. Until then, staff can begin the other components such as the self-evaluation, professional growth/ improvement plans, and virtual conferences.

Staff can get additional information on the evaluation system (LSP, OSCES and OTES) via the CCS website at <https://www.ccssoh.us/Page/2360>.

Have you formed your ABC?

One of the most important mechanisms of the school building is the Association Building Council (ABC). This group of at least five teachers, organized during the first month of each school year, is an advisory group that assists the principal and the school staff in developing policies and programs for the school. Details can be found in your CEA Master Agreement (Article 202.01). Here are the basics:

- The ABC consists of the building's Senior Faculty Representative, two other members elected by secret ballot, and two members appointed by the principal.
- All CEA bargaining unit members have the right to have matters placed on the ABC agendas and have the right to speak to the ABC on those items. Most ABC meetings are open to all CEA bargaining unit members in the building.
- The principal is not a member of the ABC and cannot vote on any agenda items, but should be in

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The CEA Master Agreement is set to expire in fewer than 716 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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attendance at all ABC meetings.

- Send a copy of the minutes of your ABC meetings to CEA Vice President Phil Hayes at hayesp@ceaohio.org and your CEA District Governor.

Recess? When?

Don't forget to determine your school's recess policy. This year, the vote must occur by the end of the workday on Thursday, Sept. 3. CEA fought hard to preserve and clarify elementary recesses in the contract. Each school can decide whether to have one or two 15-minute student recesses per day. Voting for zero recesses is not an option. The *Master Agreement* requires that recesses take place mid-morning and/or mid-afternoon, not 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. Teachers must have at least a 30-minute uninterrupted lunch period daily. A change requires a secret ballot vote of the staff conducted by the FR. If you do not take a vote, the status quo from last year remains. CEA urges you not to give up your rights in the contract or give up your school's recesses—our students need them. For full information, refer to Section 302.06 of the *CEA Master Agreement*.



Only CEA Members Get Free Legal Assistance

CEA offers a members-only Legal Services Plan through the law firm Cloppert, Latanick, Sauter and Washburn featuring reduced rates for those



personal matters requiring a lawyer such as developing estate plans, resolving domestic matters and dealing with traffic violations.

Here's how the Basic Plan or the OEA/NEA Attorney Referral Program works: When you become a CEA member, you automatically receive, at a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic relations, consumer protection, and traffic violations. The best thing is that your immediate family is also eligible. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation. There is another plan available as well. The Comprehensive Plan costs more but provides more extensive coverage for matters such as personal injury at a predetermined, discounted rate. The plan allows you more time to discuss lengthier items such as document reviews. The Comprehensive Plan also entitles you to attorney time for services such as business dealings, bankruptcy or taxes, and defense in criminal matters, however, these matters do not qualify for the discounted rate. For questions and consultation appointments, call the Cloppert Law Firm at (614) 461-4455.

First Thursdays =

Any events that require the majority of the school staff to be in (virtual) attendance should not be scheduled after school on the first Thursday of any month. This is because Association business

occurs chiefly on Thursdays. If you have questions, consult Section 205.04 of the CEA Master Agreement.

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. 2020 and June 2021 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 <https://bit.ly/2FXMf3r> to download the application form.

The deadline is 4:30 p.m. on Friday, Oct. 23. If you have questions, call Kathy Wilkes at (614) 253-4731.

Parent-Teacher Conference Dates

Every year, two workdays are set aside for parent-teacher conferences. These dates are always scheduled on the Wednesday before the Thanksgiving holiday and on President's Day. However, Article 1401 of the *Master Agreement* provides each school the opportunity to deviate from the established parent-teacher conference dates. A majority vote of the full-time teachers in your building and the concurrence of your building principal is required to select a different date and time for your school's conferences. Once your school's parent-teacher conference dates have been changed, all teachers must comply with the selected schedule and date(s). Please note that no parent-teacher conferences should be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

September Legislative Assembly (LA)

The first CEA Legislative Assembly of the 2020-2021 school year will be held on Zoom on Thursday, Sept 17. 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. *RSVP* to Michelle Crouse at crousem@ceaohio.org. Be sure to include your name and the building/unit you represent.

OEA Day of Collaboration: Distance Education Webinar

In schools that achieve impressive learning results for Black, Latinx, and low-income students, researchers consistently find classrooms where all students feel valued and capable. Students with disabilities share that their teachers make them feel respected and intelligent. Students with emerging bilingualism report feeling a sense of belonging. Students who entered school below grade level express a sense of hope because they are convinced their teachers are committed to their academic success. With passion and appreciation, Black students say their teachers believe in them and make them believe in themselves. In high-performing schools,

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researchers find abundant evidence of teachers leading students to feel valued and capable (Johnson, Uline, & Perez, 2019).

No one knows how long schools will remain closed physically; however, it is reasonable to assume that online teaching strategies will remain an important educational tool for the foreseeable future. So, how can educators use online learning situations in ways that maximize the likelihood that students will perceive they are both valued and capable? How can teachers use technology to increase the likelihood that each and every student will think, “The adults at my school sincerely want me to succeed in school and in life. They are confident that I am a scholar, likely to excel.” The Ohio Education Association, in collaboration with the National Center for Urban School Transformation, will explore this topic in greater detail in our upcoming webinar entitled, “Leading Students to Feel Valued and Capable through Online Learning”, held on Monday, Aug. 31, at 3:30 p.m. To register, go to <https://bit.ly/3hxoFsf>. If you have questions, please contact Demetrice Davis at davidsem@ohea.org.

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Columbus Education Association

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Master Agreement 2019–2022

**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