



## Salaries for this School Year

The following is the salary schedule for teachers and certificated personnel for 2021–2022. 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 at the beginning of the 2021–2022 school year, 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 Bache- lor's Degree	Master's Degree	Master's Degree + 30 Semester Hours	Ph.D.
0	\$36,344	\$45,600	\$46,921	\$50,570	\$51,527	\$54,825
1	36,344	45,600	46,921	51,574	52,576	55,941
2	37,803	47,424	48,792	52,576	53,625	57,057
3	39,306	49,339	50,752	54,674	55,769	59,337
4	40,903	51,301	52,759	56,864	57,958	61,666
5	42,499	53,351	54,903	59,143	60,281	64,140
6	44,232	55,494	57,091	61,514	62,700	66,712
7	44,232	57,683	59,371	63,975	65,208	69,380
8	44,232	60,009	61,741	66,529	67,852	72,194
9	44,232	62,427	64,203	69,175	70,542	75,056
10	44,232	64,888	66,758	71,955	73,368	78,065
11	44,232	67,487	69,447	74,829	76,287	81,170
12	44,232	70,224	72,230	77,839	79,342	84,420
13	44,232	73,004	75,102	80,938	82,534	87,817
14	44,232	75,924	78,112	84,177	85,817	91,309
15	44,232	78,978	81,257	87,667	89,400	95,114
16	44,232	79,171	81,452	87,977	89,709	95,424
17	44,232	79,366	81,646	88,171	89,903	95,617
18	44,232	79,366	81,646	88,171	89,903	95,617
19	44,232	80,244	82,523	89,047	90,782	96,495
20	44,232	81,119	83,399	89,925	91,658	97,372
21	44,232	81,119	83,399	89,925	91,658	97,372
22	44,232	81,119	83,399	89,925	91,658	97,372
23	44,232	82,464	84,745	91,270	93,004	98,718
24	44,232	83,812	86,092	92,616	94,350	100,064
25	44,232	83,812	86,092	92,616	94,350	100,064
26	44,232	83,812	86,092	92,616	94,350	100,064
27	44,232	85,672	87,952	94,478	96,212	101,925
28	44,232	87,533	89,812	96,338	98,071	103,785
29	44,232	87,533	89,812	96,338	98,071	103,785
30	44,232	89,480	91,759	98,286	100,020	105,733
31	44,232	91,427	93,707	100,232	101,964	107,679

### 903 Supplemental Hourly Rate

Effective the first teacher work day of the 2021–2022 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$35.68 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, 2021:

Years of Experience	Hourly Rate
0, 1 or 2	\$38.96
3	39.68
4 or 5	40.41
6	41.14
7 or more	41.89

### 1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2021–2022 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$35.68
3, 4 or 5	36.91
6, 7 or 8	38.20
9 or more	39.47

**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 23, 2021	\$35.68

## President's Message for the 2021–2022 School Year

Dear CEA Family,

Welcome back! I hope your summer was full of rest and relaxation. You deserved it. For most of us, last school year proved to be one of the most challenging ever. The pandemic, remote/hybrid teaching, confusing directives from administration, last minute changes, poor district communication, and unclear or illegal directives by many administrators added to an already difficult year.



CEA President  
John Coneglia

When we finally returned to in-person teaching, we were excited. We engaged our students, focused on student learning and came together to support one another. It's what we do. When the school year ended, vaccinations were available, COVID infections were falling, and it appeared we had turned the corner on the pandemic. The start of the next school year, looked promising. Instead, we begin the school year with anxiety caused by the Delta COVID variant.

While your Union negotiated an MOU with health and safety guidelines for this school year, it was prior to the Delta variant surge. CEA has called on the District to engage with us, their labor partner, to negotiate enhanced safety measures that take the Delta variant into consideration. We will keep our members informed of any progress as it occurs.

No one wants to be back in the classroom with students more than we do. Staff and student safety is our number one priority. We must make sure we stay in front of our kids, that we keep them healthy and in a safe environment. Anything less could cause irreparable harm to our students, their families, and our community. Everyone is looking for us to succeed—we cannot fail.

Finally, we are going to start negotiating our contract in the spring. Our OAPSE brothers and sisters are currently negotiating with the District. They are going after many of OAPSE's hard-won job protections—don't think it will be any easier for us. We need to stand together in Solidarity, plan for a tough contract year, and think about ways we can support one another so that we can have a contract that supports our members, our students, and our profession.

In Solidarity,

John

## Meals In the Classroom Require Reform Panel Approval

Last year, because of the social distancing requirements negotiated in the Memorandum of Understanding (MOU), our students often times ate breakfast and sometimes lunch in the classroom. With the expiration of last year's MOU, the previous social distancing requirements do not exist. For the 2021–2022 school year, the district has stated the current three-foot

Columbus  
Education  
Association

cea

Master  
Agreement  
2019–2022

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The CEA Master Agreement is set to expire in fewer than 364 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. You can review the text of each grievance in its entirety by going to <https://bit.ly/3z2Pk99>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
Edmund Baker South HS	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South HS, Edmund Baker, failed to adjust classroom numbers ...	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...	Arbitrator found in favor of the Association. To view the arbitrator's award, go to <a href="https://bit.ly/37SdUNU">https://bit.ly/37SdUNU</a> .
CCS Administration	The grievance dealt with the reopening of the elementary grading window and was sent to arbitration by the CEA Board of Governors.	The Association requests that the grievant(s) be made whole in every way, including but not limited to following: For each impacted bargaining unit member, the Board shall provide the hourly equivalent of two (2) cont...	Arbitrator found in favor of the Association. To view the arbitrator's award, go to <a href="https://bit.ly/37SdUNU">https://bit.ly/37SdUNU</a> .
CCS Administration	The Columbus City School Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Memorandum of Understanding ...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: The Board shall cease and desist from directing CEA bargaining unit members to perform work which is ...	Arbitration held. Awaiting arbitrator's decision.
South Mifflin ES Pamela Eberhardt-Horton	South Mifflin ES principal Pamela Eberhardt-Horton, in her capacity as agent of the Board of Education of Columbus City Schools, violated the Columbus Education...	The grievant will be made whole in every way, including but not limited to the following: The district shall immediately withdraw the Written Reprimand issued on or about June 15, 2021 from the grievant's personnel ...	Awaiting Step 1 Hearing.
CCS Administration	As of the date of filing this grievance, Aug. 16, 2021, CEA bargaining unit members with the job title of "Tutor" as defined in Article 1001 of the Master Agreement who were employed during the 2020-2021 School Year shall receive one-year individual ...	All CEA Bargaining Unit members with the job title of "Tutor" as defined in Article 1001 of the Master Agreement who were employed during the 2020-2021 School Year shall receive one-year individual ...	Awaiting Step 2 Hearing.
CCS Administration	The Master Agreement was violated, misinterpreted and/or misapplied when the Board/District unilaterally pro-rated supplemental contracts for members on an...	The grievant(s) shall be made whole in every way, including but not limited to the following: The Board will cease and desist from unilaterally pro-rating supplemental contracts and altering supplemental pay. All affected bargain...	Step 2 hearing pending.
CCS Administration	The CEA board agreement was violated, misinterpreted and/or misapplied When supervisor of school counseling Bill Mitchell, acting as an agent of the board of education...	The grievant(s) shall be made whole in every way, including but not limited to the following: Reinstated as a resource counselor for the 2021–2022 school year; Provide supplemental pay hours she was denied prior to and...	Awaiting Step 2 Hearing.

Go to <https://bit.ly/3z2Pk99> to see the grievances in their entirety.

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social distance guideline will be applied "where practical." For this school year, without changes to the current MOU, there is no negotiated requirement for students to eat breakfast or lunch in the classroom. Your administrator cannot unilaterally require CEA bargaining unit members to conduct breakfast or lunch in their classroom. However, your school staff can take a vote to send a variance request to the Reform Panel.

The Reform Panel is a Joint Association/Administration committee. It is co-chaired by CEA President John Coneglia and Supt. Dr. Talisa Dixon. The committee consists of six Association members, appointed by the President and approved by the CEA Board of Governors, and six members of the administration assigned by the Superintendent. Association members include: Cassandra Daniels (Champion MS), Amy Glowark-Mondillo (Scottwood ES), Traci Arway (Special Education Coordinator), J. Sanchez (Northland HS), Izetta Thomas (ECE), and Angela Zalenski (Elem. Art).

The Reform Panel meets on the third Wednesday of each month to review variance requests. A variance is a requested change to the *CEA Master Agreement* specific to a particular school or unit, generally for a particular period of time. In order for a variance request to be heard by the Reform Panel, a minimum of two-thirds of the CEA bargaining unit members in a school or unit must vote in favor of the variance in a secret-ballot vote held by the Senior Faculty Representative.

Variances heard by the Reform Panel require a majority vote to be approved. Neither co-chair votes unless there is a tie. CEA believes that the best decisions about teaching and learning are made at the building level by the people who work there. Successful districts have moved from centralizing operations and support to building-level support. We have a tool: the Reform Panel, we need to use it. Administrators who deviate from the contract without first obtaining a variance from the Reform Panel are in violation of the contract. Reform Panel paperwork can be found on the CEA website at <http://www.ceaohio.org/forms/>.

## 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). 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.

## First Thursdays = CEA

Any events that require the majority of the school staff to be in attendance should not be scheduled after school on the first Thursday of any month. This is because Association business occurs chiefly on Thursdays. Therefore, with the exception of the month of September, there should be no required events for CEA bargaining unit members on the following dates for the 2021–2022 school year: Oct. 7, 2021; Nov. 4, 2021; Dec. 2, 2021; Feb. 3, 2022; Mar. 3, 2022; Apr. 7, 2022; and May 5, 2022;

If you have questions, consult Section 205.04 of the *CEA Master Agreement*.

## Now forming: 2021–2022 Bargaining Team

Your Union is now forming the Bargaining (Negotiations) Team. Our current contract is set to expire in August of 2022. This posting begins our process for the next round of negotiations. Our comprehensive team will represent the diversity and varied experience levels of all our members. Inside your contract book, you will find a list of 50 members who helped guide us through the process during our last round of negotiations.

We are looking for members who want to be involved in the future of CEA. As a representative on the Bargaining Team, you will have an opportunity to work as part of a large team of dedicated members. As a part of the team, your responsibilities will include:

- identifying the current needs of teachers,
- communicating and disseminating information to our members, and,
- serving as liaisons to keep members updated throughout the year.

Interested applicants should send a cover letter highlighting your interests and qualifications along with a résumé to:

### CEA Negotiations Chairperson, CEA Office, Route 2.

The selective interviewing process will be utilized to select the Bargaining Team members.

## 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.

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