

Salaries for this School Year

The following is the salary schedule for teachers and certificated personnel for 2022–2023. **This salary schedule reflects a 4 percent raise.** The **Steps/Years Experience** column shows **true full years** of experience. If you have questions, call CEA at (614) 253-4731.

902.01 Effective at the beginning of the 2022–2023 school year, teachers and school nurses possessing a valid school nurse certificate shall be paid in accordance with the following:

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	\$37,798	\$47,424	\$48,798	\$52,593	\$53,588	\$57,018
1	37,798	47,424	48,798	53,637	54,679	58,179
2	39,315	49,321	50,744	54,679	55,770	59,339
3	40,878	51,313	52,782	56,861	58,000	61,710
4	42,539	53,353	54,869	59,139	60,276	64,133
5	44,199	55,485	57,099	61,509	62,692	66,706
6	46,001	57,714	59,375	63,975	65,208	69,380
7	46,001	59,990	61,746	66,534	67,816	72,155
8	46,001	62,409	64,211	69,190	70,566	75,082
9	46,001	64,924	66,771	71,942	73,364	78,058
10	46,001	67,484	69,428	74,833	76,303	81,188
11	46,001	70,186	72,225	77,822	79,338	84,417
12	46,001	73,033	75,119	80,953	82,516	87,797
13	46,001	75,924	78,106	84,176	85,835	91,330
14	46,001	78,961	81,236	87,544	89,250	94,961
15	46,001	82,137	84,507	91,174	92,976	98,919
16	46,001	82,338	84,710	91,496	93,297	99,241
17	46,001	82,541	84,912	91,698	93,499	99,442
18	46,001	82,541	84,912	91,698	93,499	99,442
19	46,001	83,454	85,824	92,609	94,413	100,355
20	46,001	84,364	86,735	93,522	95,324	101,267
21	46,001	84,364	86,735	93,522	95,324	101,267
22	46,001	84,364	86,735	93,522	95,324	101,267
23	46,001	85,763	88,135	94,921	96,724	102,667
24	46,001	87,164	89,536	96,321	98,124	104,067
25	46,001	87,164	89,536	96,321	98,124	104,067
26	46,001	87,164	89,536	96,321	98,124	104,067
27	46,001	89,099	91,470	98,257	100,060	106,002
28	46,001	91,034	93,404	100,192	101,994	107,936
29	46,001	91,034	93,404	100,192	101,994	107,936
30	46,001	93,059	95,429	102,217	104,021	109,962
31	46,001	95,084	97,455	104,241	106,043	111,986

903 Supplemental Hourly Rate

Effective the first teacher work day of the 2022–2023 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$37.11 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, 2022:

Years of Experience	Hourly Rate
0, 1 or 2	\$40.52
3	41.27
4 or 5	42.03
6	42.79
7 or more	43.57

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2022–2023 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$37.11
3, 4 or 5	38.39
6, 7 or 8	39.73
9 or more	41.05

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 22, 2022	\$37.11

Calendar Survey Out Now

On Friday, Sept. 2, CEA sent members an email containing a link to an online calendar survey. The link was sent to members' personal email addresses. The results of this survey will determine the calendar for the 2023–2024 and 2024–2025 school years. This survey will close at 11:59 p.m. on Sunday, Sept. 11. If CEA does not have your personal email address, you will not be able to complete the survey. Additionally, if you have opted out of receiving emails from SurveyMonkey you will be unable to take the survey without opting back in. If you have not received the email with the survey link, send an email from your personal email address to tellcea@ceaohio.org with your first and last name and school/unit.

Know Your New Contract: Class Size Cap Reductions

Following our historic three day strike, we were able to secure contractually enforceable class size cap reductions in every grade band. Remember that prior to the strike, the Board had refused any reductions at the middle and high school levels. Pursuant to our language in Article 301.01, the district has until October 1 each year to come into compliance with our caps. Here's how the reductions will be implemented:

Elementary: This year, the class size caps are 27 in K–1, 28 in grade 2, and 29 in 3–5. Next year grade 2 will be reduced to 27 and grade 3 will be reduced to 28. This phased in reduction will continue until all elementary class size caps are set at 27.

Middle School: Caps remain at 35 this year. Beginning next year, the caps drop by two students to 33.

High School: Caps remain at 36 this year. Beginning next year, the caps drop by two students to 34.

Our language requires that classes at the middle and high school level be organized in each school building on the basis of 30 students (middle school) and 28 students (high school). This means that the larger class size caps above should be the exception, not the rule.

**Columbus
Education
Association**

cea

**Master
Agreement
2022–2025**

Know Your New Contract: Voluntary Class Coverage Pool

This past spring at the bargaining table, the Board put forth a proposal that, if agreed to by the Union, would have required non-classroom teachers (TOSAs) to provide classroom coverage at any time at the direction of their supervisor. Under the Board's proposal, TOSAs would have been required to complete the work they missed outside of their workday, paid at the supplemental hourly rate.

In response, your Union negotiated and the Board agreed to a voluntary class coverage pool for TOSAs. Here's how it works. TOSAs interested in volunteering for the class coverage pool have until the end of the workday on Friday, Sept. 23, to provide written notice to their supervisor for the 2022–2023 school year.

By volunteering, the Board can assign you to provide class coverage anywhere in the district for any assignment for which you have the correct certification/licensure. An assignment shall only be made when regular classroom coverage cannot be provided.

Volunteers in the pool may not be utilized more than five instances per quarter. An instance consists of any class cov-

Continued on Page 2

The CEA Master Agreement is set to expire in fewer than 1,087 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 regularly inform you of the grievances on which CEA is working. To review the text of each grievance in its entirety, go to <https://bit.ly/3wU5th8>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
Whetstone HS Janet Routzong	Principal Janet Routzong and/or other Administrators at Whetstone High School acting in their capacity as agents of...	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 violating...	The CEA Board of Governors voted to advance this grievance...
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the...	The grievants shall be made whole in every way, including but not limited to the following: The Board shall immediately follow the proper procedure for classroom...	The CEA Board of Governors voted to advance this grievance...
CCS Administration	On or about October 5, 2021 and ongoing, the Board of Education of Columbus City Schools and/or its agents...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the Waterford Mem...	The CEA Board of Governors voted to advance this grievance...
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master Agreement when griev...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the written reprimand issued on or about January 11, 2022 from all employee personnel records, other than...	Step 2 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master Agreement when it was...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately return the \$614 that was removed from his classroom and personal lock boxes on or around August 16, 2021 and remove...	Step 1 hearing held. Requested relief denied.
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative...	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 REPRISALS be taken against the...	Step 2 hearing held. Awaiting response.
CCS Administration	On or about March 15, 2022 and ongoing, the Board of Education of Columbus City Schools and/or its agents violated, misinterpreted, and/or misapplied provisions...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the agreement with Graduation Alliance, Inc. The Board of Education shall remit...	Held in abeyance pending outcome of Waterford Arbitration.
CCS Administration	On or about April 5, 2022 and ongoing, the Board of Education of Columbus City Schools and/or its agents violated, misinterpreted, and/or misapplied provisions...	CEA bargaining unit members shall be made whole in every way, including but not limited to: the Board of Education shall immediately terminate the agreement with Graduation Alliance, Inc. The Board of Education shall remit...	Held in abeyance pending outcome of Waterford Arbitration.
Marion-Franklin HS Lucas Cech	The CCS Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master agreement when the principal...	The grievant shall be made whole by immediately ceasing direct, verbal criticism in front of students and other staff members; that the extreme and/or repeated verbal abuse (in front of students and other staff members) immediately cease;...	Step 1 hearing filed.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Professional Learning and Licensure Teacher on Special Assignment (TOSA) positions will be immediately restored to the CEA bargaining unit....	Step 2 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Project Connect positions will be immediately restored to the CEA bargaining unit. Grievants shall be made whole, with interest for any loss of pay...	Step 2 hearing pending.

Continued from Page 1

erage assignment at one building on one day—regardless of the length of the assignment. Whether it is a full day or an hour, that constitutes an instance. TOSAs will be paid in accordance with Article 903.

CEA LA at the Boat House

The first Legislative Assembly (Thursday, Sept. 15) will be held at the Boat House, 679 W. Spring St. at 4:30 p.m. All CEA Faculty Representatives are invited to attend this meeting. *RSVP* to Michelle Crouse at crousem@ceaohio.org by **Friday, Sept. 9**.

The Fall Fling is Coming in October!

Everyone needs to attend the CEA Fall Fling this year. Join us Friday, Oct. 7, from 4–8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 300 new members this school year. Help them celebrate their new endeavor and welcome them to the CEA family. Our annual party features music, great food, and prizes. Get to know your colleagues. Meet candidates for public office and local elected officials. Admission is free. Beer and wine are just \$2.

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.

Professional Leave

There is \$200,000 available to bargaining unit members each year to pursue professional development opportunities outside the school district. These include taking a course or attending a conference or workshop.

Forms to apply for professional leave are available in the "Forms" section of the CEA website or the CCS Intranet, along

with the full leave guidelines and the deadline schedule for applications based on the activity date.

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 haven't accumulated enough sick leave to cover extreme situations. You can help by donating two sick days to the **Sick Leave Bank**. It's easy. The donation form is available on the **CCS Intranet** under "**Human Resources**" or the **CEA website** under "**Forms**." **The deadline for donations is Friday, 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.

Now More Than Ever Before!

Now more than ever, membership in CEA is critical as we have completed bargaining for a new contract.

CEA is asking that if you know someone new to your building or unit, approach the person and ask them to become a member of CEA.

We have made joining CEA simple and quick.

- 1: At www.ceaohio.org, under "**Our Union**," click "**Join**."
- 2: Download the CEA Membership form to your device and complete it.
- 3: Email the completed form to ceamembership@ceaohio.org. Call CEA at (614) 253-4731 with questions.

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.

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program



**Cloppert Latanick
Sauter & Washburn**

(614) 461-4455
www.cloppertlaw.com

Contact us today and allow our experience to work for you.