



Welcome Back Union Family,

The new school year is upon us. I hope you had a great summer and are rested and re-charged. We are excited to be back and are ready to advocate on your behalf. As we begin this year, we first want to welcome Dr. Angela Chapman as she begins her first full year as CCS Superintendent. We look forward to working with her as we continue the fight for the schools #ColumbusStudentsDeserve.

Over the summer, CEA was busy supporting the labor movement here in Columbus. Our Union stayed busy organizing, advocating for members, strengthening our Union, and taking on key political campaigns to move CEA forward. CEA members and leadership have quite a few successes to celebrate:

First Ever Collective Bargaining Agreement for Building Substitutes

The summer began with the district's voluntary recognition of our 300 Building Substitutes as part of CEA following a six-month organizing campaign. It ended with the unanimous ratification of Building Substitutes' first collective bargaining agreement which includes significant hourly raises, clearly defined job duties, schedule, and workday, access to stretch pay, paid parental leave and catastrophic leave, the elimination of a punitive six-month probationary period that forced Building Substitutes to come to work sick, and much more. The agreement, which expires in 2025, will become a chapter of our next *CEA Master Agreement*. The building substitutes also elected the first Faculty Representatives for their CEA unit, led by SrFR Kim Maupin (Southwood ES). Congratulations to our newest CEA members!

Three Grievances Settled Favorably Before Arbitration

In the Spring of 2023, your CEA Board of Governors voted to advance three outstanding members' discipline grievances to arbitration and CEA subsequently filed to have these cases heard by an arbitrator. Following extensive discussions, CEA was able to reach favorable negotiated settlement agreements in each case prior to arbitration with the participation of each grievant. Discipline was significantly reduced in all cases. Critically, discipline was removed completely as part of one settlement agreement for a member who had been wrongly issued discipline for use of supplemental instructional materials aligned with curriculum. The settlement agreement explicitly upholds the members' right to utilize supplemental instructional materials, reaffirming the *Master Agreement's* new academic freedom language.

CEA Members Help Defeat Issue 1—Led by our Member Action Team (MAT) and Columbus Early Career Educators, CEA volunteers phone-banked thousands of members to turn out a "no" vote ahead of the critical August special election in which the undemocratic Issue 1 was defeated by Ohio voters. Franklin County voters rejected the issue by a 75 percent to 25 percent margin.

School Board Endorsements—CEA worked hard this spring to complete its democratic endorsement process for CCS School Board, which included candidate screenings with the TBS board, as well as a vote of the BOG and Legislative Assembly. This summer, all three CEA-endorsed School Board candidates were also endorsed by the AFL-CIO and the Franklin County Democratic Party.

Restructuring and Revitalizing the Member Action Team—Led by MAT Chair Kelsey Gray (Independence HS), the MAT team was restructured to include MAT leaders for each CEA district. The MAT leaders will work with District Governors and Senior Faculty Representatives to build out teams of MAT activists in each district. MAT activities will focus on CEA's internal, community, and political organizing work. In addition, maintaining this core group of MAT leaders will help advance preparations for the next round of Master Agreement negotiations in 2025.

Back to School—For educators new to our district, an introduction to their Union is part of the district's three-day summer orientation process. Hundreds of new CCS educators heard from CEA leadership and early career educators signed up as members, before enjoying a lunch with their PAR consultants sponsored by CEA. While CEA's participation in new-hire orientation has long been an informal understanding between the Union and District, this year was the first time such participation was guaranteed by new language in the *CEA Master Agreement*.

As we start the new year, we know there will be challenges and that there will be days that you or your colleagues will struggle. Let us all be supportive of one another.

In solidarity,

John Coneglio, CEA President

Salaries for this School Year

The following is the salary schedule for teachers and certificated personnel for 2023–2024. **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.

902.02 Effective at the beginning of the 2023–2024 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	39,310	49,321	50,750	54,697	55,732	59,299
1	39,310	49,321	50,750	55,782	56,866	60,506
2	40,888	51,294	52,773	56,866	58,001	61,713
3	42,513	53,365	54,893	59,135	60,320	64,179
4	44,241	55,487	57,064	61,504	62,687	66,698
5	45,967	57,704	59,383	63,969	65,200	69,374
6	47,841	60,022	61,750	66,534	67,816	72,156
7	47,841	62,390	64,216	69,195	70,529	75,041
8	47,841	64,906	66,779	71,958	73,389	78,085
9	47,841	67,521	69,442	74,820	76,298	81,181
10	47,841	70,183	72,205	77,827	79,355	84,435
11	47,841	72,994	75,114	80,935	82,512	87,793
12	47,841	75,954	78,124	84,191	85,816	91,309
13	47,841	78,961	81,230	87,543	89,269	94,983
14	47,841	82,119	84,486	91,046	92,820	98,760
15	47,841	85,423	87,888	94,821	96,695	102,875
16	47,841	85,631	88,098	95,156	97,029	103,211
17	47,841	85,842	88,308	95,366	97,239	103,419
18	47,841	85,842	88,308	95,366	97,239	103,419
19	47,841	86,792	89,257	96,313	98,190	104,369
20	47,841	87,738	90,204	97,263	99,137	105,318
21	47,841	87,738	90,204	97,263	99,137	105,318
22	47,841	87,738	90,204	97,263	99,137	105,318
23	47,841	89,193	91,660	98,718	100,593	106,773
24	47,841	90,651	93,117	100,173	102,049	108,229
25	47,841	90,651	93,117	100,173	102,049	108,229
26	47,841	90,651	93,117	100,173	102,049	108,229
27	47,841	92,663	95,129	102,187	104,063	110,242
28	47,841	94,676	97,141	104,199	106,074	112,254
29	47,841	94,676	97,141	104,199	106,074	112,254
30	47,841	96,782	99,247	106,306	108,182	114,361
31	47,841	98,887	101,353	108,411	110,284	116,466

903 Supplemental Hourly Rate

Effective the first teacher work day of the 2023–2024 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$38.59 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, 2023:

Years of Experience	Hourly Rate
0, 1 or 2	\$42.14
3	42.92
4 or 5	43.71
6	44.50
7 or more	45.31

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2023–2024 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$38.59
3, 4 or 5	39.92
6, 7 or 8	41.32
9 or more	42.69

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 21, 2023	\$38.59

The CEA Master Agreement is set to expire in fewer than 728 days.

Grievance Update

CEA works 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 grievances we are working to resolve. To view each grievance in its entirety, go to <http://www.ceahio.org/wp-content/uploads/2023/08/Grievance-230821-01.pdf>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued a...	The grievant shall be made whole in every way, including but not limited to the following: Grievant shall receive back pay with interest for the duration of the unpaid suspension. Board shall remove all references to the...	Negotiated settlement agreement reached.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued...	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 letter issued on or about October 6, 2022 from all employee personnel...	Negotiated settlement agreement reached.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when grievant was issued...	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 letter issued on or about October 6, 2022 from all employee personnel...	Negotiated settlement agreement reached.
Ridgeview MS Natalie James	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Ridgeview MS, Natalie James, failed and/or refused to adjust the grievant's class load.	That the grievant be made whole in every way, including but not limited to adjusting the grievant's class load for the second semester of the 22-23 school year, and that NO REPRISALS be taken against the grievant or...	Arbitration requested, pending arbitrator selection and hearing dates.
CCS Administration (a)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but not limited to...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed...	Negotiated settlement agreement reached.
CCS Administration (b)	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of CEA-CCS Master Agreement, including but not limited to...	The Association requests that the grievant be made whole in every way, including but not limited to the following: The Board shall comply with Article 404, specifically 404.02. The issued discipline shall be removed...	Negotiated settlement agreement reached.
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, subjected the grievant to repeated and/or extreme verbal abuse in...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the future; that the administration work with the principal to control...	Awaiting Step 2 response.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the Master Agreement by unilaterally modifying the online application...	All CEA bargaining unit members who applied and were denied continuing contract status during the 2022-2023 school year on the basis of not having received "accomplished" or "skilled" overall ratings, but who have...	Grievance filed at Step 2. Awaiting response.

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.

This Year 53 Weeks and 27 Pays

Due to this year being a 53-week year, there would have been a three-week pay gap from the final pay in August until the first pay in September. Your Union has negotiated an MOU with the District to include a 27th pay day. September is a three-pay month; in that month the third pay will be reduced by half. March is also a three-pay month; the second pay of March 2024 will be reduced by half. On each of those pay days, deductions will also be reduced by half. If you have questions, please call the CEA Office at (614) 253-4731. To download the MOU, go to <https://bit.ly/3OUJr91>.

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. Act as soon as you know the date of your conference because funds are exhausted quickly.

Join the 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. 29.** 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.

Special Notes

Transplant Needed: Benita Smith, PAR Consultant, is in need of a kidney donation from a living donor. Anyone interested in being tested for a possible match can find out how to become a donor at <https://bit.ly/3GAGtR8>.

PBIS Friday Live! Every Friday the District PBIS Coordinators present 15 minutes of **SEL Connections and PBIS Quick Tips**. This is a great opportunity to connect with other staff, practice self-care, and start your Friday in a positive and calm way. All staff are welcome. Join us on **Fridays from 8-8:15 a.m.** Contact Jacquie Pencek, District PBIS Coordinator, at jpencek9864@columbus.k12.oh.us with questions. To participate, go to <https://bit.ly/3Wijqk2>.

cea
Columbus Education Association

Please Join Us For The

ANNUAL
Fall Fling

Friday
September 15th
4-8 p.m.

Photo Booth

Free Admission & Food

\$2 Beer & Wine

Food
Door Prizes
Photo Booth

Music: R&B, Pop, Dance & Hip Hop

Door Prizes