

## Check Your Check

The charts below show the bi-weekly gross pay for both pay plans. **Both charts are reflective of the four 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 <https://columbus.munisselfservice.com/default.aspx> 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 CCS Payroll immediately at (614) 365-6400.

### Plan A • 21 Pays

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	\$1,872	\$2,349	\$2,417	\$2,605	\$2,654	\$2,824
1	1,872	2,349	2,417	2,656	2,708	2,881
2	1,947	2,443	2,513	2,708	2,762	2,939
3	2,024	2,541	2,614	2,816	2,872	3,056
4	2,107	2,642	2,717	2,929	2,985	3,176
5	2,189	2,748	2,828	3,046	3,105	3,304
6	2,278	2,858	2,940	3,168	3,229	3,436
7	2,278	2,971	3,058	3,295	3,359	3,573
8	2,278	3,091	3,180	3,427	3,495	3,718
9	2,278	3,215	3,307	3,563	3,633	3,866
10	2,278	3,342	3,438	3,706	3,779	4,021
11	2,278	3,476	3,577	3,854	3,929	4,181
12	2,278	3,617	3,720	4,009	4,086	4,348
13	2,278	3,760	3,868	4,169	4,251	4,523
14	2,278	3,910	4,023	4,336	4,420	4,703
15	2,278	4,068	4,185	4,515	4,605	4,899
16	2,278	4,078	4,195	4,531	4,620	4,915
17	2,278	4,088	4,205	4,541	4,630	4,925
18	2,278	4,088	4,205	4,541	4,630	4,925
19	2,278	4,133	4,250	4,586	4,676	4,970
20	2,278	4,178	4,295	4,632	4,721	5,015
21	2,278	4,178	4,295	4,632	4,721	5,015
22	2,278	4,178	4,295	4,632	4,721	5,015
23	2,278	4,247	4,365	4,701	4,790	5,084
24	2,278	4,317	4,434	4,770	4,859	5,154
25	2,278	4,317	4,434	4,770	4,859	5,154
26	2,278	4,317	4,434	4,770	4,859	5,154
27	2,278	4,413	4,530	4,866	4,955	5,250
28	2,278	4,508	4,626	4,962	5,051	5,345
29	2,278	4,508	4,626	4,962	5,051	5,345
30	2,278	4,609	4,726	5,062	5,152	5,446
31	2,278	4,709	4,826	5,162	5,252	5,546

### Plan B • 26 Pays

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	\$1,512	\$1,897	\$1,952	\$2,104	\$2,144	\$2,281
1	1,512	1,897	1,952	2,145	2,187	2,327
2	1,573	1,973	2,030	2,187	2,231	2,374
3	1,635	2,053	2,111	2,274	2,320	2,468
4	1,702	2,134	2,195	2,366	2,411	2,565
5	1,768	2,219	2,284	2,460	2,508	2,668
6	1,840	2,309	2,375	2,559	2,608	2,775
7	1,840	2,400	2,470	2,661	2,713	2,886
8	1,840	2,496	2,568	2,768	2,823	3,003
9	1,840	2,597	2,671	2,878	2,935	3,122
10	1,840	2,699	2,777	2,993	3,052	3,248
11	1,840	2,807	2,889	3,113	3,174	3,377
12	1,840	2,921	3,005	3,238	3,301	3,512
13	1,840	3,037	3,124	3,367	3,433	3,653
14	1,840	3,158	3,249	3,502	3,570	3,798
15	1,840	3,286	3,380	3,647	3,719	3,957
16	1,840	3,294	3,388	3,660	3,732	3,970
17	1,840	3,302	3,396	3,668	3,740	3,978
18	1,840	3,302	3,396	3,668	3,740	3,978
19	1,840	3,338	3,433	3,704	3,777	4,014
20	1,840	3,375	3,469	3,741	3,813	4,051
21	1,840	3,375	3,469	3,741	3,813	4,051
22	1,840	3,375	3,469	3,741	3,813	4,051
23	1,840	3,431	3,525	3,797	3,869	4,107
24	1,840	3,487	3,581	3,853	3,925	4,163
25	1,840	3,487	3,581	3,853	3,925	4,163
26	1,840	3,487	3,581	3,853	3,925	4,163
27	1,840	3,564	3,659	3,930	4,002	4,240
28	1,840	3,641	3,736	4,008	4,080	4,317
29	1,840	3,641	3,736	4,008	4,080	4,317
30	1,840	3,722	3,817	4,089	4,161	4,399
31	1,840	3,803	3,898	4,170	4,242	4,479

(The figures above represent approximate amounts rounded to the nearest dollar.)

### 1208.08 Building Substitute Hourly Rate

Building Substitutes shall be paid at the following rate per hour for work time that is authorized and approved by the Superintendent or designee:

Effective the first teacher work day of the 2023–2024 school year:	Years of Experience	Hourly Rate
	0 or 1	\$38.59
	2 or more, or holds ODE Teaching License	39.09

## See You at the CEA Fall Fling

The Fall Fling is around the corner! Everyone needs to attend the CEA Fall Fling this year. Join us Friday, Sept. 15, from 4–8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 400 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.

**The CEA Master Agreement is set to expire in fewer than 721 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://bit.ly/3P5TYxF>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
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.
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.

## 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, 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.

## Thank You for Representing CEA at NEA Convention

Every year, elected CEA members represent us at the National Education Association Representative Assembly. We want to thank those educators for giving their time and effort at this year's event. These members make sure we have a voice at the national table. The following educators attended: Traci Arway, Sandra Bopp, Larry Carey, John Coneglio, Becky Coyne, Kriston Crombie Stotik, Gerry Curran, Cassandra Daniels, Clarence Daniels, Carla Davis, Joe Decker, Angel Dyer Sanchez, Keith Emrick, Victoria Evans, Marty Flood, Regina Fuentes, Heather Giles, Ellen Giovinozzo, Tai Hayden, Phil Hayes, Jacquia Hearn, Tracie Helmbrecht, Megan Hinz, Jada Jackson, CJ Jamison, Robin Jeffries, Jeannette Johnson, Traci Johnson, Christopher Kopp, Denise Sizemore, Keshia Trammel, April Walsh, and Dwayne Zimmerman.

## Know Your Contract: Secure Storage Location

The 2023-2024 school year marks the first year that CEA members benefit from being provided a secure location to store personal items or confidential files. Section 206.15 of the *CEA Master Agreement* requires the district to provide you a secure location—for example, a cabinet, locker or drawer. If you have not been provided a secure location, contact CEA at (614) 253-4731.

## 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 2023-2024 school year: Oct. 5, 2023; Nov. 2, 2023; Dec. 7, 2023; Feb. 1, 2024; Mar. 7, 2024; Apr. 4, 2024; and May 2, 2024.

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

## Join the Sick Leave Bank

The *CEA 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. **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.**

## LA Attendance

One of the many duties of Faculty Representatives is to attend the CEA Legislative Assembly (LA). Held on the first Thursday of nearly every month of the school year, the LA is the policy-making body of your Association. Your elected Faculty Representatives receive vital updates from CEA Officers and Staff and vote on important issues affecting your Association. Any CEA member is welcome to attend the LA. The next meeting will be held **Sept. 14, 4:30 p.m.** The following is a list of buildings/units that were represented at the Aug. 17 FR Member Training and Special LA:

17th Avenue Service Center, Adapted PE, Arts Impact MS, Avalon ES, Beatty Park ES, Berwick PreK-8, Binns ES, Building Substitutes, CAHS, CEA Office, Centennial HS, Clinton ES, Columbus City Prep. School for Boys, Columbus City Prep. School for Girls, Columbus Gifted Academy, Columbus Global Academy, Columbus International HS, Columbus Online Academy K-8, Columbus Spanish Immersion, Como ES, Devonshire ES, Dominion MS, Eakin ES, East HS, East Linden ES, Eastgate ES, Eastmoor Acad. HS, ECE @ Central Enrollment, École Kenwood K-6, Elementary Art, Elementary Music, Elementary Phys. Ed., Fairmoor ES, Fairwood K-6, Ft. Hayes Arts & Academic HS, Ft. Hayes CC, Gables ES, Highland ES, Hilltonia MS, Hubbard Mastery School PreK-6, Huy ES/A.G. Bell Program, Independence HS, Indian Springs ES, Indianola Informal K-8, Johnson Park MS, Liberty ES, Lincoln Park K-6, Lindbergh ES, Linden Park ECE, Linden STEM Acad. PreK-6, Linden-McKinley STEM 7-12, Livingston K-6, Maize ES, Marion-Franklin HS, Medina MS, Mifflin HS, Mifflin MS, Moler K-6, North Linden ES, Northland HS, Nurses, Oakmont ES, Parsons PreK-5, Part-Time Intervention Specialists, PBIS Coordinators, Psychologists, School Counselors, Sherwood MS, Social Emotional Learning Practitioners, Social Workers, South HS 7-12, Southland, Southwood K-6, Special Ed. Transition Coordinators, Speech & Language, Starling PreK-8, Student Support Center, Sullivant ES, Trevitt ES, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, Westgate ES, Westmoor MS, Winterset ES, Woodward Park MS, World Language MS, and Yorktown MS.

## 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 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](mailto:hayesp@ceaohio.org) and your CEA District Governor.

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**



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