

# The CEA Voice

## Check your check

It happens. You look at your paycheck and see that it doesn't look right. This can happen when your pay is incorrectly calculated for such items as your supplemental or leave pay or when HR unilaterally changes your pay plan.

Go to <http://columbus.munisselfservice.com> to make sure your check is error free. You should be able to see your pay information on the Tuesday before the actual pay date.

If you catch a mistake early enough, the Payroll Department can fix your check before it is direct deposited into your account. If you notice an error, call the Payroll Department immediately at 365-6400. Be proactive and check your check every Tuesday before a payday.

The charts below show the bi-weekly gross pay for both pay plans.

### Plan A 21 Pays

Years Experience	Community Schools	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree Plus 30 Semester Hours	Ph.D
0	1,484.90	2,015.86	2,015.86	2,066.19	2,105.29	2,240.05
1	1,484.90	2,015.86	2,015.86	2,107.14	2,148.14	2,285.62
2	1,544.52	2,015.86	2,015.86	2,148.14	2,191.00	2,331.24
3	1,606.00	2,015.86	2,073.62	2,233.86	2,278.57	2,424.38
4	1,671.19	2,096.00	2,155.62	2,323.29	2,368.00	2,519.55
5	1,736.43	2,179.81	2,243.19	2,416.43	2,463.00	2,620.63
6	1,807.19	2,267.38	2,332.62	2,513.33	2,561.76	2,725.71
7	1,807.19	2,356.81	2,425.76	2,613.90	2,664.24	2,834.75
8	1,807.19	2,451.86	2,522.62	2,718.24	2,772.29	2,949.71
9	1,807.19	2,550.57	2,623.24	2,826.33	2,882.19	3,066.65
10	1,807.19	2,651.19	2,727.57	2,939.95	2,997.71	3,189.57
11	1,807.19	2,757.38	2,837.48	3,057.33	3,116.95	3,316.44
12	1,807.19	2,869.19	2,951.14	3,180.29	3,241.81	3,449.29
13	1,807.19	2,982.81	3,068.52	3,307.00	3,372.19	3,588.01
14	1,807.19	3,102.05	3,191.48	3,439.29	3,506.33	3,730.74
15	1,807.19	3,226.90	3,320.05	3,581.90	3,652.71	3,886.19
16	1,807.19	3,234.81	3,327.95	3,594.57	3,665.38	3,898.86
17	1,807.19	3,242.71	3,335.86	3,602.48	3,673.29	3,906.76
18	1,807.19	3,242.71	3,335.86	3,602.48	3,673.29	3,906.76
19	1,807.19	3,278.57	3,371.71	3,638.33	3,709.14	3,942.62
20	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
21	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
22	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
23	1,807.19	3,369.38	3,462.52	3,729.14	3,799.95	4,033.43
24	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
25	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
26	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
27	1,807.19	3,500.43	3,593.57	3,860.19	3,931.00	4,164.48
28	1,807.19	3,576.43	3,669.57	3,936.19	4,007.00	4,240.48
29	1,807.19	3,576.43	3,669.57	3,936.19	4,007.00	4,240.48
30	1,807.19	3,656.00	3,749.14	4,015.76	4,086.57	4,320.05
31	1,807.19	3,735.52	3,828.67	4,095.29	4,166.10	4,399.57

### Plan B 26 Pays

Years Experience	Community Schools	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree Plus 30 Semester Hours	Ph.D
0	1,199.35	1,628.19	1,628.19	1,668.85	1,700.42	1,809.27
1	1,199.35	1,628.19	1,628.19	1,701.92	1,735.04	1,846.08
2	1,247.50	1,628.19	1,628.19	1,735.04	1,769.65	1,882.92
3	1,297.15	1,628.19	1,674.85	1,804.27	1,840.38	1,958.15
4	1,349.81	1,692.92	1,741.08	1,876.50	1,912.62	2,035.02
5	1,402.50	1,760.62	1,811.81	1,951.73	1,989.35	2,116.66
6	1,459.65	1,831.35	1,884.04	2,030.00	2,069.12	2,201.54
7	1,459.65	1,903.58	1,959.27	2,111.23	2,151.88	2,289.61
8	1,459.65	1,980.35	2,037.50	2,195.50	2,239.15	2,382.46
9	1,459.65	2,060.08	2,118.77	2,282.81	2,327.92	2,476.91
10	1,459.65	2,141.35	2,203.04	2,374.58	2,421.23	2,576.19
11	1,459.65	2,227.12	2,291.81	2,469.38	2,517.54	2,678.66
12	1,459.65	2,317.42	2,383.62	2,568.69	2,618.38	2,785.96
13	1,459.65	2,409.19	2,478.42	2,671.04	2,723.69	2,898.01
14	1,459.65	2,505.50	2,577.73	2,777.88	2,832.04	3,013.29
15	1,459.65	2,606.35	2,681.58	2,893.08	2,950.27	3,138.85
16	1,459.65	2,612.73	2,687.96	2,903.31	2,960.50	3,149.08
17	1,459.65	2,619.12	2,694.35	2,909.69	2,966.88	3,155.46
18	1,459.65	2,619.12	2,694.35	2,909.69	2,966.88	3,155.46
19	1,459.65	2,648.08	2,723.31	2,938.65	2,995.85	3,184.42
20	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
21	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
22	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
23	1,459.65	2,721.42	2,796.65	3,012.00	3,069.19	3,257.77
24	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
25	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
26	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
27	1,459.65	2,827.27	2,902.50	3,117.85	3,175.04	3,363.62
28	1,459.65	2,888.65	2,963.88	3,179.23	3,236.42	3,425.00
29	1,459.65	2,888.65	2,963.88	3,179.23	3,236.42	3,425.00
30	1,459.65	2,952.92	3,028.15	3,243.50	3,300.69	3,489.27
31	1,459.65	3,017.15	3,092.38	3,307.73	3,364.92	3,553.50

## Observe and serve

September 11 has become a national day of remembrance and of community service. It is called Patriot Day, and each year we remember those who died in terrorist attacks on that date in 2001. President Barack Obama has ordered that U.S. flags be flown at half-staff and asks

Americans to observe a moment of silence, beginning at 8:46 a.m., the moment when the first plane crashed into the World Trade Center.

He also is asking us to per-



form community service in honor of our fellow Americans who lost their lives. By volunteering, performing good deeds or engaging in other forms of charitable service during the week of Sept. 9, your students can help rekindle the spirit of unity, service and compassion shared by so many in the immediate aftermath of the attacks. Ideas for performing service activities in your area are also available at <http://serve.gov>.

## Know Your Governor: Carla Davis

Carla Davis isn't one to sit on the sidelines. When the staff and administrator in her building were increasingly at odds, she stepped in. She ran for CEA Faculty Representative and won. Then she got to work, drawing in the ABC and her colleagues and team building. Now, the staff and the principal at Forest Park ES work better together. Davis, a Math CCIT at Forest Park ES, continued her CEA service as FR for another year and as alternate for four subsequent years.



When she saw that teaching rights were threatened, Davis joined the fight that defeated Senate Bill 5, working the phone bank and canvassing. She helped register people to vote and promoted pro-education candidates, starting with Obama in 2008.

Last year, the 17-year teaching veteran, whose two children attend Columbus City Schools, ran for district governor and now represents District 2. Her husband, Randy—a union member himself for many years, through his job at AT&T—is behind her all the way.

Davis says she finds power in solidarity. “When we would go to the District LA, I would meet a lot of people. I like talking to people and seeing what’s working and what we could change in our building.”

It’s also about the contract. “I came from a non-union state, Mississippi. Everything the administrators told us to do, we did,” she said. She often talks with colleagues about the importance of knowing their rights.

“A lot of times you have the contract, but you don’t really look at it,” she said. Davis encourages fellow CEA members to look in the contract book and become familiar with the hard-won rights they must protect. “Know what’s grievable,” she said.

## Take the PBIS survey

The Ohio Department of Education has adopted the use of a non-aversive effective behavioral system required for use by all school districts in the State of Ohio. This adoption goes into effect in the 2013–2014 school year. CCS has adopted the Positive Behavioral Intervention and Supports (PBIS) approach to be used to create a learning environment that promotes the use of evidence-based behavioral interventions.

The district has asked CEA to conduct a PBIS readiness survey. The purpose of the survey is to assist schools in determining the effectiveness of existing supports and structures used to implement the PBIS process. It will also influence PBIS-based decisions made by the Building Leadership Team (BLT) at your school. Every bargaining unit member should participate in this survey because the data will be used to improve the climate at your school.

An email containing the link to the survey was sent to members’ non-CCS email addresses on Friday, Sept. 7. The survey will close on Sunday, Sept. 15, at 11:59 p.m. If you did not get the email message, or if CEA does not have your current non-CCS email address, send it to [tellcea@ceaohio.org](mailto:tellcea@ceaohio.org) to participate in the survey. You will be able to access this survey from home or from work.

## Don't leave your colleagues behind

What if you became ill and had to make the choice of going to work or losing everything?

Each year that’s exactly what happens to some of your colleagues. They experience devastating illnesses and injuries that require long recovery periods. Fortunately, there is a way we can all help. It’s called catastrophic leave, and we need your donations now.

When a member of our bargaining unit has exhausted all of his or her sick and personal days as a result of a catastrophic illness or injury of a temporary nature, he or she becomes eligible for catastrophic leave. After their catastrophic leave application is approved, he or she is able to accept additional sick leave days that have been donated by other bargaining unit members.

Take the time to fill out a sick leave form available at your workplace. To donate to a specific person, enter your name at the top of the CCS Report of Employee Absence form. In the “Comments” section add the words, Catastrophic Sick Leave Donation. Write in the name of the intended recipient. If you are going to make a general sick leave donation, fill out the form with Catastrophic Sick Leave Donation in the “Comments” section. Be sure that you and your principal or supervisor signs the form.

## Reserve your seat for the Watsons

Zaner-Bloser invites you to an advance screening of the “The Watsons go to Birmingham.” This Hallmark Channel Original Movie is based on the award-winning novel about a Michigan family’s road trip to Birmingham in 1963 and the events they witness that forever changed our nation.

The screening will take place on Sept. 18 at the King Arts Complex-Pythian Theater, 867 Mt. Vernon Ave. The doors open at 5:30 p.m., and the movie screening begins at 6:30 p.m. *RSVP* by emailing your name and the name(s) of your guest(s) to: [ZanerBloser@gmail.com](mailto:ZanerBloser@gmail.com). To view the flyer for this event, go to <http://www.walden.com/the-watsonsgo-to-birmingham/#.UicuHXezmgM>.

## Special notes

- Ring in the new school year with our popular annual event, the **CEA Fall Fling**. This year it’s **Friday, Sept. 20**, at the **Hilton Easton**. Join us from 4 to 8 p.m. for great music, food and beverages. It’s cheap, it’s fun and it’s a great way to meet your colleagues and let your hair down a little in a great venue. We love this party. You will, too!
- CEA Members Scholarships** are available for your **college senior**. Distributed through The Columbus Foundation, this fund provides **\$1,000 in tuition assistance**. Only CEA members who have taught in CCS for the past four years are eligible. Your student must have at least a 2.0 GPA in order to apply. The deadline is **5 p.m., Friday, Oct. 25**. To download an application, go to <http://bit.ly/ceascholarship2013>. Call Cora Miller at 253-4731, if you have questions.
- The **CEA Legislative Assembly** will meet at **4:30 p.m.** on **Thursday, Sept. 12**, at **The Boathouse Restaurant at Confluence Park**. Dinner will be provided. *RSVP* to **Judy Nelson** at [jnelson@ceaohio.org](mailto:jnelson@ceaohio.org). Include your name and the building/unit you represent.

### 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.

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

(614) 461-4455 • [www.cloppertlaw.com](http://www.cloppertlaw.com)

