

The CEA Voice

Tracey D. Johnson, President

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Columbus Education Association

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Dear Colleagues:

Welcome to the 2014–2015 school year. I hope you had a fun, yet restful, summer. As we get ready to face another school year, I realize many of you left with a lot of uncertainty. Even in uncertainty, the CEA provided quality instruction to our children. This is evidenced by the significant increase in our students passing the Third Grade Reading OAA and the gains on the Reading, Writing, Science and Social Studies assessments of the OGT. I congratulate you for all your hard work. It is a pleasure to represent the best educators in Central Ohio.



Tracey D. Johnson

We must continue to stand strong. We must continue to advocate for our children. We must continue to be a voice and demand a seat at the table. We must stand together. We are the CEA. We are powerful; we are strong. I ask that you continue to teach every child. Continue to fight for our students' futures. Continue to advocate for a quality public school education. I ask that you stand with me as we stand together for our students.

The CEA is your Association. Call us anytime you have a question or you need support. We are here for you. Thank you for all you do on behalf of our students every day.

In solidarity,

Tracey D. Johnson
CEA President

Sick Leave Bank

The CEA contract 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 have not 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 Sept. 30.

Anyone who exhausts his or her sick leave may apply to borrow up to 10 days from the bank. He or she 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.

Salaries for 2014–2015

The following is the salary schedule for teachers and certificated personnel for the 2014–2015 school year. The schedule reflects a full-step increase for those who were supposed to move up a step after completing the 2013–2014 school year. If you have questions, call CEA at 253-4731.

902.02 Effective August 20, 2012, 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 Bachelor's Degree	Master's Degree	Master's De- gree + 30 Se- mester Hours	Ph.D.
0	31,183	42,333	42,333	43,390	44,211	47,041
1	31,183	42,333	42,333	44,250	45,111	47,998
2	32,435	42,333	42,333	45,111	46,011	48,956
3	33,726	42,333	43,546	46,911	47,850	50,912
4	35,095	44,016	45,268	48,789	49,728	52,911
5	36,465	45,776	47,107	50,745	51,723	55,033
6	37,951	47,615	48,985	52,780	53,797	57,240
7	37,951	49,493	50,941	54,892	55,949	59,530
8	37,951	51,489	52,975	57,083	58,218	61,944
9	37,951	53,562	55,088	59,353	60,526	64,400
10	37,951	55,675	57,279	61,739	62,952	66,981
11	37,951	57,905	59,587	64,204	65,456	69,645
12	37,951	60,253	61,974	66,786	68,078	72,435
13	37,951	62,639	64,439	69,447	70,816	75,348
14	37,951	65,143	67,021	72,225	73,633	78,346
15	37,951	67,765	69,721	75,220	76,707	81,610
16	37,951	67,931	69,887	75,486	76,973	81,876
17	37,951	68,097	70,053	75,652	77,139	82,042
18	37,951	68,097	70,053	75,652	77,139	82,042
19	37,951	68,850	70,806	76,405	77,892	82,795
20	37,951	69,602	71,558	77,157	78,644	83,547
21	37,951	69,602	71,558	77,157	78,644	83,547
22	37,951	69,602	71,558	77,157	78,644	83,547
23	37,951	70,757	72,713	78,312	79,799	84,702
24	37,951	71,912	73,868	79,467	80,954	85,857
25	37,951	71,912	73,868	79,467	80,954	85,857
26	37,951	71,912	73,868	79,467	80,954	85,857
27	37,951	73,509	75,465	81,064	82,551	87,454
28	37,951	75,105	77,061	82,660	84,147	89,050
29	37,951	75,105	77,061	82,660	84,147	89,050
30	37,951	76,776	78,732	84,331	85,818	90,721
31	37,951	78,446	80,402	86,001	87,488	92,391

903 Supplemental Hourly Rate

Except as provided elsewhere in this Agreement for specific supplemental services, effective the first teacher workday of the 2012–2013 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$30.62 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, 2012:

Years of Experience	Hourly Rate
0, 1 or 2	\$33.42
3	34.04
4 or 5	34.66
6	35.30
7 or more	35.94

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2012–2013 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$30.62
3	31.15
4 or 5	31.68
6	32.23
7 or 8	32.78
9	33.33
10 or more	33.87

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 20, 2012	\$30.62

Elementary recess vote

A critical issue each year involves recesses at the elementary schools. Teachers should vote on whether there will be one or two 15-minute recesses per day. This vote should take place no later than the second teacher workday of the school year.

Your Association listened to you and bargained that recesses take place mid-morning and/or mid-afternoon, not adjacent to the beginning of the school day, lunch time or end of the school day, unless the school elects to do so.

The lunch period for students is 60 minutes. Teachers must have at least a 30-minute uninterrupted lunch period daily. Do not give up your rights in the contract or take away the opportunity for students to have a much-needed break. For more information, consult Section 302.05 of the *Addendum to the Master Agreement*, or talk to your Senior Faculty Representative.

Your school needs a discipline plan

Every school must have a discipline plan in place by the first day of student attendance, unless the principal was not there the previous school year. The principal along with the Association Building Council (ABC) will establish discipline procedures for the school, including reasons for suspension and recommendations for expulsion. If you have questions, consult Section 208.03 of the *Master Agreement*.

No meetings on Thursdays

Parent-teacher conferences or any other 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. If you have questions, consult Section 205.04 of the *CEA Master Agreement*.

Update your info

Members should have received a red card that your Association uses to update information for our database. Your information remains private and is not shared with entities outside of the Association. CEA needs this information to keep in contact with you. Please complete the card and give it to your Senior Faculty Representative or send it to CEA.

Vote with ease—vote absentee

The Nov. 4 General Election will be here before you know it. Absentee voting begins Sept. 30. If you want to vote absentee, you must request an absentee ballot by noon on Nov. 1 at the board of elections in the county where you reside.

Absentee ballots must be applied for in writing whether you are voting in person or by mail. If you are properly registered to vote, you must submit your written request to the board of elections of the county in which your voting residence is located.

To download an absentee ballot application, go to <http://bit.ly/ohabsballot>. Mail your properly completed absentee ballot application to the board of elections of the county in which your voting residence is located.

You must return the ballot by 7:30 p.m. on Election Day, in person or postmarked no later than Nov. 5. No ballots may be returned to a board of elections by fax or e-mail.

For more information, visit <http://bit.ly/1A7pJaN>.

Need a lawyer?

CEA membership provides access to a legal services plan with reduced rates for those personal matters requiring a lawyer—such as developing an estate plan, resolving domestic matters or dealing with a traffic violation.

The “Basic Plan,” known as the OEA/NEA Attorney Referral Program, is provided for every active member. When you become a member of the Association, you automatically receive, at

a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic relations, consumer protection and traffic violations.

For a reasonable fee, payable by payroll deduction, the “Comprehensive Plan” provides more extensive coverage for matters such as personal injury.

Your immediate family is also eligible. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation. If you need more extensive legal assistance, including a document review, you can join the “Comprehensive Plan” and receive services at the discounted rate. A few legal services, such as help with business dealings, bankruptcy or taxes and defense in criminal matters, do not qualify for the discounted rate.

Call Cloppert, Sauter, Latanick and Washburn, the law firm administering the plan, at 461-4455 for consultations.

Staff Consultant: Teri Mullins

Teri Mullins won't soon forget the battle to save union rights and bring Senate Bill 5 down.

“I don't think I have ever witnessed a time when people came together and were so vocal about the rights of teachers and students and other labor unions,” she said. “Being inside the Statehouse the day most people got locked out, then going outside to be with my building colleagues—the entire experience, although a hard battle, evoked a sense of pride in my profession and my union that still gives me goose bumps.”

Mullins taught special education for 13 years, all at Wedgewood MS. She advised the STEM Club the past two years. She attended Columbus City Schools as well, including Duxberry Park ES, Franklin MS and East HS.

When asked what drew her to union service, she prefers to stay positive about the disagreements that often trigger CEA representation. “Let's just say that I wanted to make sure that everyone had help having their voices heard.”

Teri found ways to get involved. She was an OEA delegate and an alternate building FR. She ran for District 6 Governor in 2008 and won. She then served on the bargaining team and the Reform Panel. We are pleased to have Teri on board as a CEA Staff Consultant. Her vast experience will serve the membership well.

Extra dollars for your college student

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund now provides \$1,250 in tuition assistance for each senior attending a four-year college or university.

Eligible students are college seniors between September 2014 and June 2015 with a 2.0 GPA. Payment will be made directly to the college or university. Parents or guardians must have taught in the Columbus City Schools for four years prior to the application date and must be continuous CEA or CEA-R members.

Go to <http://bit.ly/2014CEAScholarshipAppl> to download the application form. The deadline is 5 p.m. on Friday, Oct. 24. If you have questions, call Cora Miller at 253-4731.

Meet CEA at the Fling

Join us Friday, Sept. 5, at the Hilton Columbus Easton for the CEA Fall Fling. The annual party features music, great food and prizes. Get to know your colleagues; meet some local elected officials and meet and talk with the CEA staff. The Fling is from 4–8 p.m. Admission is free and beer and wine are just \$2.

Special notes

❑ **Mary Briley is retiring** after serving CCS for more than two decades. Join us on **Aug. 28**, at 7 p.m. at **Monaco's Palace**, 4555 Cleveland Ave. **RSVP** to **Ezetta Murray** by **Aug. 21** at ezmill@mail.com.