

The CEA Voice

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Columbus Education Association

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Check Your Check

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 <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 correct your check before it is direct deposited. Contact Payroll immediately at (614) 365-6400. 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	1,544.90	2,097.29	2,097.29	2,149.67	2,190.33	2,330.52
1	1,544.90	2,097.29	2,097.29	2,192.29	2,234.90	2,377.95
2	1,606.90	2,097.29	2,097.29	2,234.90	2,279.52	2,425.43
3	1,670.86	2,097.29	2,157.38	2,324.10	2,370.62	2,522.33
4	1,738.71	2,180.67	2,242.71	2,417.14	2,463.67	2,621.33
5	1,806.57	2,267.86	2,333.81	2,514.05	2,562.48	2,726.48
6	1,880.19	2,358.95	2,426.86	2,614.86	2,665.24	2,835.81
7	1,880.19	2,452.00	2,523.76	2,719.48	2,771.86	2,949.24
8	1,880.19	2,550.90	2,624.52	2,828.05	2,884.29	3,068.86
9	1,880.19	2,653.62	2,729.19	2,940.52	2,998.62	3,190.52
10	1,880.19	2,758.29	2,837.76	3,058.71	3,118.81	3,318.43
11	1,880.19	2,868.76	2,952.10	3,180.86	3,242.86	3,450.43
12	1,880.19	2,985.10	3,070.38	3,308.76	3,372.76	3,588.62
13	1,880.19	3,103.29	3,192.48	3,440.57	3,508.43	3,732.95
14	1,880.19	3,227.38	3,320.30	3,578.24	3,647.95	3,881.43
15	1,880.19	3,357.24	3,454.14	3,726.62	3,800.29	4,043.19
16	1,880.19	3,365.48	3,462.38	3,739.76	3,813.43	4,056.33
17	1,880.19	3,373.71	3,470.62	3,748.00	3,821.67	4,064.57
18	1,880.19	3,373.71	3,470.62	3,748.00	3,821.67	4,064.57
19	1,880.19	3,411.00	3,507.90	3,785.29	3,859.00	4,101.90
20	1,880.19	3,448.29	3,545.19	3,822.57	3,896.24	4,139.14
21	1,880.19	3,448.29	3,545.19	3,822.57	3,896.24	4,139.14
22	1,880.19	3,448.29	3,545.19	3,822.57	3,896.24	4,139.14
23	1,880.19	3,505.48	3,602.38	3,879.76	3,953.48	4,196.38
24	1,880.19	3,562.71	3,659.62	3,937.00	4,010.67	4,253.57
25	1,880.19	3,562.71	3,659.62	3,937.00	4,010.67	4,253.57
26	1,880.19	3,562.71	3,659.62	3,937.00	4,010.67	4,253.57
27	1,880.19	3,641.81	3,738.71	4,016.14	4,089.81	4,332.71
28	1,880.19	3,720.90	3,817.81	4,095.19	4,168.86	4,411.76
29	1,880.19	3,720.90	3,817.81	4,095.19	4,168.86	4,411.76
30	1,880.19	3,803.67	3,900.57	4,178.00	4,251.67	4,494.57
31	1,880.19	3,886.43	3,983.33	4,260.71	4,334.38	4,577.29

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	1,247.81	1,693.96	1,693.96	1,736.27	1,769.12	1,882.35
1	1,247.81	1,693.96	1,693.96	1,770.69	1,805.12	1,920.65
2	1,297.88	1,693.96	1,693.96	1,805.12	1,841.15	1,959.00
3	1,349.54	1,693.96	1,742.50	1,877.15	1,914.73	2,037.27
4	1,404.35	1,761.31	1,811.42	1,952.31	1,989.88	2,117.23
5	1,459.15	1,831.73	1,885.00	2,030.58	2,069.69	2,202.15
6	1,518.62	1,905.31	1,960.15	2,112.00	2,152.69	2,290.46
7	1,518.62	1,980.46	2,038.42	2,196.50	2,238.81	2,382.08
8	1,518.62	2,060.35	2,119.81	2,284.19	2,329.62	2,478.69
9	1,518.62	2,143.31	2,204.35	2,375.05	2,421.96	2,576.96
10	1,518.62	2,227.85	2,292.04	2,470.50	2,519.04	2,680.27
11	1,518.62	2,317.08	2,384.38	2,569.15	2,619.23	2,786.88
12	1,518.62	2,411.04	2,479.92	2,672.46	2,724.15	2,898.50
13	1,518.62	2,506.50	2,578.54	2,778.92	2,833.73	3,015.08
14	1,518.62	2,606.73	2,681.85	2,890.12	2,946.42	3,135.00
15	1,518.62	2,711.62	2,789.88	3,009.96	3,069.46	3,265.65
16	1,518.62	2,718.27	2,796.54	3,020.58	3,080.08	3,276.27
17	1,518.62	2,724.92	2,803.19	3,027.23	3,086.73	3,282.92
18	1,518.62	2,724.92	2,803.19	3,027.23	3,086.73	3,282.92
19	1,518.62	2,755.04	2,833.31	3,057.35	3,116.88	3,313.08
20	1,518.62	2,785.15	2,863.42	3,087.46	3,146.96	3,343.15
21	1,518.62	2,785.15	2,863.42	3,087.46	3,146.96	3,343.15
22	1,518.62	2,785.15	2,863.42	3,087.46	3,146.96	3,343.15
23	1,518.62	2,831.35	2,909.62	3,133.65	3,193.19	3,389.38
24	1,518.62	2,877.58	2,955.85	3,179.88	3,239.38	3,435.58
25	1,518.62	2,877.58	2,955.85	3,179.88	3,239.38	3,435.58
26	1,518.62	2,877.58	2,955.85	3,179.88	3,239.38	3,435.58
27	1,518.62	2,941.46	3,019.73	3,243.81	3,303.31	3,499.50
28	1,518.62	3,005.35	3,083.62	3,307.65	3,367.15	3,563.35
29	1,518.62	3,005.35	3,083.62	3,307.65	3,367.15	3,563.35
30	1,518.62	3,072.19	3,150.46	3,374.54	3,434.04	3,630.23
31	1,518.62	3,139.04	3,217.31	3,441.35	3,500.85	3,697.04

(*Due to rounding, these amounts may differ slightly from actual contract amounts.)

They Labored for You

Despite its name, it is easy to forget what Labor Day is really about. Officially established in 1894, Labor Day honors the American worker and acknowledges the value and dignity of work and its role in American life. CEA is an important part of this picture. As the future of labor unions becomes a political hot point, your Association and all of the nation's organized labor associations stand strong to protect worker rights. There are about 14.5 million wage and salary workers who belong to unions. They are the descendants of those who fought hard and endured violent retaliation to win the protections we and, in fact, most workers throughout the country enjoy today.

Not only have unions pushed for fairer wages resulting in better pay for all workers, but also their work has resulted in a number of significant reforms. In 1937, Congress passed the Fair Labor Standards Act, creating a federal framework for a shorter work week and regulation of child labor. Negotiations over war time wage caps in the 1940s led to widespread offering of employer incentives, including health insurance, which became standard by the 1950s. Unions also led the battle for the Family and Medical Leave Act signed in 1993. It provides workers in companies with more than 50 employees the right to a maximum of 12 weeks of job-protected unpaid leave annually to care for newborns, newly adopted children and ill family members.

As you return to the classroom from your Labor Day weekend, feel proud that you are part of the movement that remains committed to protecting the American worker.

Have You Registered to Vote?

With one of our nation's most important elections on the horizon, it is time to make sure you are properly registered to vote. Does your registration have you at your current address or an old one? If you've moved and have not updated your voter registration, your polling location may be different. If you are already registered to vote in Ohio, you can update your existing Ohio voter registration online by going to <http://bit.ly/2bZGrVb>.

Ohio does not allow for first-time online voter registration, but you can download a registration form at <http://www.dmv.org/oh-ohio/voter-registration.php> to begin the process. The deadline for Ohioans to register to vote or to update their voter registration for the Nov. 8 general election is Tuesday, Oct. 11. You can also register to vote and change your address at your local Ohio Bureau of Motor Vehicles office when you go in for any driver's license/ID card transactions.

Making Strides for Breast Cancer

October is Breast Cancer Awareness Month. One in eight women will be diagnosed with breast cancer in their lifetimes. Breast cancer is the second leading cause of death among women. The good news is the death rates from breast cancer have been declining since 1990, in part due to better screening and early detection. But, it takes money to accomplish this.

That is why The American Cancer Society holds the Making Strides for Breast Cancer event. This year's event will be Sunday, Oct. 23, at COSI, 333 W. Broad St. Registration begins at 8:30 a.m. with the three-mile walk starting at 9:30 a.m. Grab your colleagues, students, friends and family members and form a team. Sign up online at www.makingstrideswalk.org/columbus. Be sure to name Columbus Education Association as your company. CEA has created the CEA Dream Team for those whose schools may choose not to participate. The first 30 members to register and contact Ezetta Murray at the CEA office will receive a free T-shirt. Register early as sizes are limited. If you have any questions, please contact Ezetta at CEA (614) 253-4731.

Your Legal Services Benefit

CEA membership provides access to a legal services plan with reduced rates for those personal matters 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. This includes 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 for matters such as personal injury. Your immediate family is also eligible.

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, Latanick, Sauter & Washburn, the law firm administering the plan, at (614) 461-4455 to set up your consultations.

Know Your Contract: The Reform Panel

Sometimes individual schools require changes to the *CEA Master Agreement* or district policy. That is why we have the Reform Panel, detailed in Article 1503 of the *CEA Master Agreement*. The panel is a joint committee between CEA and the CCS administration that considers requests for variances to the Agreement. The process allows us to implement those ideas without violating or renegotiating our contract.

When teachers want changes, for instance a different schedule or a policy requiring student uniforms, teachers may develop a proposal, taking it first to the Association Building Council (ABC) who will conduct a vote. If two-thirds of the staff approves the request, it may go to the Reform Panel. Your principal and the Senior FR must sign the proposal.

The Reform Panel is there to help you implement new programs that will benefit your students. The required documentation for the Reform Panel is available on the CEA website under the "Forms" tab. If you have questions about the Reform Panel, please call CEA President Tracey D. Johnson at CEA at (614) 253-4731.

We Remember with Service

Patriot Day is observed on Sept. 11 each year to remember those who were injured or died in the 2001 terrorist attacks. On that day, by Presidential order, U.S. flags are flown at half-staff and Americans are asked to observe a moment of silence, beginning at 8:46 a.m. (Eastern Daylight Time) to mark the moment of the first plane crash. In addition, many of us volunteer, performing good deeds or engaging in other forms of charitable service during the week of Sept. 11, rekindling the spirit of unity, service and compassion shared by so many in the immediate aftermath of the attacks. They also contribute to an historic legacy in the name of those injured and lost on Sept. 11, 2001, as well as honoring military personnel who continue to serve to this day.

A number of websites offer lesson plans for teachers. Ideas for performing service activities in your area are also available at <http://serve.gov>.



Special Notes

- ❖ Members interested in being a part of the CEA Bargaining Team should send a cover letter and a résumé to Teri Mullins, CEA Negotiations Chairperson, CEA Office, and received no later than 4:30 pm, September 7. The interviewing process will be used to select team members.
- ❖ New CEA office hours are 8:30 a.m. to 4:30 p.m. This change was adopted by the CEA Board of Governors to make the staff more available in the mornings to assist the membership and to align with our state organization, the Ohio Education Association.

