

Check Your Check

The charts below show the bi-weekly gross pay for both pay plans. Both charts are reflective of the three 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 <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 CCS Payroll Department can correct your check before it is direct deposited. Contact Payroll immediately at (614) 365-6400.

Plan A • 21 Pays

Steps/ Years Experience	Pre-Licence 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	\$1,631	\$2,047	\$2,106	\$2,270	\$2,313	\$2,461
1	1,631	2,047	2,106	2,315	2,360	2,511
2	1,697	2,129	2,190	2,360	2,407	2,561
3	1,764	2,215	2,278	2,454	2,503	2,663
4	1,836	2,303	2,368	2,552	2,601	2,768
5	1,908	2,395	2,464	2,655	2,706	2,879
6	1,985	2,491	2,563	2,761	2,814	2,994
7	1,985	2,589	2,665	2,871	2,927	3,114
8	1,985	2,693	2,771	2,986	3,046	3,240
9	1,985	2,802	2,882	3,105	3,166	3,369
10	1,985	2,912	2,996	3,230	3,293	3,504
11	1,985	3,029	3,117	3,359	3,424	3,643
12	1,985	3,152	3,242	3,494	3,561	3,789
13	1,985	3,277	3,371	3,633	3,705	3,942
14	1,985	3,408	3,506	3,778	3,852	4,098
15	1,985	3,545	3,647	3,935	4,013	4,269
16	1,985	3,554	3,656	3,949	4,027	4,283
17	1,985	3,562	3,665	3,958	4,035	4,292
18	1,985	3,562	3,665	3,958	4,035	4,292
19	1,985	3,602	3,704	3,997	4,075	4,331
20	1,985	3,641	3,743	4,036	4,114	4,371
21	1,985	3,641	3,743	4,036	4,114	4,371
22	1,985	3,641	3,743	4,036	4,114	4,371
23	1,985	3,701	3,804	4,097	4,174	4,431
24	1,985	3,762	3,864	4,157	4,235	4,491
25	1,985	3,762	3,864	4,157	4,235	4,491
26	1,985	3,762	3,864	4,157	4,235	4,491
27	1,985	3,845	3,948	4,241	4,318	4,575
28	1,985	3,929	4,031	4,324	4,402	4,658
29	1,985	3,929	4,031	4,324	4,402	4,658
30	1,985	4,016	4,119	4,412	4,489	4,746
31	1,985	4,104	4,206	4,499	4,577	4,833

Plan B • 26 Pays

Steps/ Years Experience	Pre-Licence 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	\$1,318	\$1,653	\$1,701	\$1,833	\$1,868	\$1,988
1	1,318	1,653	1,701	1,870	1,906	2,028
2	1,370	1,719	1,769	1,906	1,944	2,069
3	1,425	1,789	1,840	1,982	2,022	2,151
4	1,483	1,860	1,913	2,061	2,101	2,236
5	1,541	1,934	1,990	2,144	2,185	2,325
6	1,604	2,012	2,070	2,230	2,273	2,419
7	1,604	2,091	2,152	2,319	2,364	2,515
8	1,604	2,176	2,238	2,412	2,460	2,617
9	1,604	2,263	2,328	2,508	2,557	2,721
10	1,604	2,352	2,420	2,609	2,660	2,830
11	1,604	2,447	2,518	2,713	2,766	2,943
12	1,604	2,546	2,619	2,822	2,876	3,061
13	1,604	2,647	2,723	2,934	2,992	3,184
14	1,604	2,752	2,832	3,052	3,111	3,310
15	1,604	2,863	2,946	3,178	3,241	3,448
16	1,604	2,870	2,953	3,189	3,252	3,459
17	1,604	2,877	2,960	3,197	3,259	3,466
18	1,604	2,877	2,960	3,197	3,259	3,466
19	1,604	2,909	2,992	3,228	3,291	3,498
20	1,604	2,941	3,024	3,260	3,323	3,530
21	1,604	2,941	3,024	3,260	3,323	3,530
22	1,604	2,941	3,024	3,260	3,323	3,530
23	1,604	2,990	3,072	3,309	3,372	3,579
24	1,604	3,038	3,121	3,358	3,420	3,628
25	1,604	3,038	3,121	3,358	3,420	3,628
26	1,604	3,038	3,121	3,358	3,420	3,628
27	1,604	3,106	3,189	3,425	3,488	3,695
28	1,604	3,173	3,256	3,493	3,555	3,763
29	1,604	3,173	3,256	3,493	3,555	3,763
30	1,604	3,244	3,327	3,563	3,626	3,833
31	1,604	3,315	3,397	3,634	3,697	3,904

Contract Highlights

On Sunday, CEA members voted overwhelming to ratify a new three year collective bargaining agreement with Columbus City Schools. From the beginning, our campaign for the Schools #Columbus Students Deserve was built on a platform of six major components: reduced class sizes and caseloads, adequate staffing of student support professionals, dedicated space for art, music, and P.E., expanding alternative programs for discipline, reducing turnover by compensating educators as professionals, and funding schools and saving taxpayers money by ending handouts for wealthy corporations that don't need them.

I am extremely proud to report that our new contract makes progress in nearly every one of these areas. Included in the terms of this agreement are:

- The first reductions in class size cap for grades K-3 in 25 years.
- 60 additional CEA student support professional posi-

tions that include school nurses, social workers, and social emotional learning practitioners.

- New language requiring educator input before an art or music room is repurposed.
- A commitment for each building with any combination of grades 7 through 12 to provide space and staffing for a trauma-informed in-school discipline program as an alternative to out-of-school suspension.
- Raises for all of our dedicated educators in each year of the contract, which, when compounded, amount to a total of 9.4 percent over three years.
- No change in our health care coverage.
- New language that provides parental leave for non-birth parents.

Your Association fought back many attacks at the bargaining table that would negatively impact our profession and if successful would have continued a strategy to undermine our dignity

The CEA Master Agreement is set to expire in less than 1,080 days.

as educators and our professionalism. This was a contract that was bargained at the table, but was won in the streets. Your support at the mass meeting, the march, the Board of Education protest, and the picket sent a strong message that we will be taken seriously. For that, the CEA Bargaining Team says “thank you.”

We know we have sacrificed for over a decade while the state and the Board has asked us to do more with less. We as a Union have made much progress in a year; while we cannot fix the problems of Columbus City Schools in one round of contract negotiations, we have planted the seeds for change to make our schools the Schools #Columbus Students Deserve. Your Union is committed to these ends by continually organizing our members and cultivating and partnering with politicians who are friends of public education regardless of party. We will build upon our partnerships with community groups so that our student learning conditions and your working conditions will be improved.

What is CECE?

CECE (Columbus Early Career Educators) is a group committed to serving teachers in Columbus new to the profession, with between 0–10 years of experience. The core members are passionate about helping other teachers navigate the early stages of their career. There are so many lofty questions new teachers face such as: How do I get school supplies? What does my contract really say? Or simply, does anyone else out there understand what I’m going through as a first year teacher? This group serves to help answer those questions and be a helping hand to new teachers. Monthly socials are held to network and hang out, and the first one is on Friday, Sept. 27, at World of Beer, Easton at 4:30 p.m. Come meet some amazing folks and have a great time with other early career educators!

New Master Agreement Coming

Your Union has begun work on typesetting the newest version of the *Master Agreement*. Until the document has been revised and finalized, members may download a copy of the Conceptual Agreement, ratified on August 25, at <http://bit.ly/1922ceaCA>.

Discipline Plan Update

The *CEA Master Agreement* specifies that your administrator, in consultation with the ABC, must create a discipline plan and put it in writing. The discipline plan establishes procedures for the administration of all forms of discipline within the schools, including procedures related to suspension and recommendation for discipline. Failure to have a plan in place is subject to a grievance at Step 2 against the principal. In the event the principal is new to the building, such failure must first be brought to his/her attention in writing at least ten calendar days before the grievance is filed in order for the principal to develop or finalize a building plan.

As of the time *The CEA Voice* went to print, the following schools/units had sent in their discipline plan to the CEA Office:

Centennial HS, Columbus Gifted Academy, Dominion MS, Eastgate, ES, Easthaven ES, Johnson Park MS, Maize ES, Scottwood ES, and Whetstone HS.

Fall Fling Is Coming

Are you coming to the CEA Fall Fling? Join us Friday, Sept. 20, from 4–8 p.m. at the Hilton Easton, 3900 Chagrin Drive. Your Association just welcomed nearly 200 new members this school year—help them celebrate their new career and welcome them to the CEA family. Our annual party features music, great food, and prizes. Get to know your colleagues, meet candidates for office, and local elected officials. Admission is free. Beer and wine are just \$2.

NETWORK WITH OTHER EDUCATORS - INFLUENCE PUBLIC POLICY BY SPEAKING TO ELECTED OFFICIALS

ATTEND THE ANNUAL
CEA FALL FLING
HILTON COLUMBUS
AT EASTON
3900 CHAGRIN DRIVE
FRIDAY, SEPT. 20, 4-8 P.M.

MUSIC PROVIDED BY
DJ SAINT

GREAT
FOOD - MUSIC - DOOR PRIZES
MEET NEW AND OLD FRIENDS - SOCIALIZE - DANCE
FREE ADMISSION, FREE FOOD & SOFT DRINKS
\$2 FOR BEER & WINE - DOOR PRIZES

cea
Columbus Educators Association

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Sept. LA

The first CEA Legislative Assembly of the 2019–2020 school year will be held on Thursday, Sept. 12, at The Boathouse at Confluence Park, 679 W. Spring Street. Registration begins at 3:30 p.m. with the meeting starting promptly at 4:30 p.m. All Faculty Representatives should plan to be in attendance. Dinner will be provided. RSVP to Michelle Crouse at crousem@ceaohio.org. Be sure to include your name and the building/unit you represent.

Apply for TLI

The CEA, in collaboration with NEA, the National Board of Professional Teaching Standards, and the Center for Teaching Quality, is seeking 40 more CEA members to participate in the 2019 cohort of the Teacher Leadership Initiative (TLI). In the coming months, hundreds of teachers from multiple sites across the country will be selected to participate. Those who are selected and complete the entire experience will receive a \$500 completion honorarium and earn 18 CEUs for their work. The deadline to submit your online application is Friday, Oct. 18. To submit your application, go to <http://bit.ly/cea19tli>. Be sure that your application is complete. Applicants will be notified of selection by the end of October. For information about applying for this program, contact Dorothy Wilson at (614) 253-4731.

Only CEA Members' Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applications. This benefit is for our members with children who are college seniors. The fund provides \$1,250 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2019 and June 2020 with at least 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/fallceaschol19> to download the application form. The deadline is 4:30 p.m. on Friday, Oct. 18. If you have questions, call Kathy Wilkes at (614) 253-4731.



Sick Leave Bank

Our Sick Leave Bank, negotiated by your Union, can help bridge the gap between paychecks if bargaining unit members run out of their accumulated sick leave. It's easy to join the Sick Leave Bank. Simply deposit two days and fill out the application form, which can be downloaded at <http://bit.ly/31XMOQG>. The deadline to apply to join the sick leave bank is Sept. 30. Anyone who exhausts his or her sick leave may apply to borrow up to 10 days from the bank. These borrowed days will be “paid back” as additional days are earned. In order to borrow days from the Sick Leave Bank, bargaining unit members must fill out a withdrawal form, which can be downloaded at <http://bit.ly/31Z2SS6>. 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.

Special Note

- ❑ All Resident Educators are required to attend **one of these two Resident Educator Orientations: Sept. 4: Columbus Downtown HS** from 4:30–6:30 p.m. **or Sept. 10: Southland Center** (3700 S. High St.) 4:30–6:30 p.m.

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.

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