

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	\$1,800	\$2,258	\$2,324	\$2,504	\$2,552	\$2,715
1	1,800	2,258	2,324	2,554	2,604	2,770
2	1,872	2,349	2,416	2,604	2,656	2,826
3	1,947	2,443	2,513	2,708	2,762	2,939
4	2,026	2,541	2,613	2,816	2,870	3,054
5	2,105	2,642	2,719	2,929	2,985	3,176
6	2,191	2,748	2,827	3,046	3,105	3,304
7	2,191	2,857	2,940	3,168	3,229	3,436
8	2,191	2,972	3,058	3,295	3,360	3,575
9	2,191	3,092	3,180	3,426	3,494	3,717
10	2,191	3,214	3,306	3,563	3,633	3,866
11	2,191	3,342	3,439	3,706	3,778	4,020
12	2,191	3,478	3,577	3,855	3,929	4,181
13	2,191	3,615	3,719	4,008	4,087	4,349
14	2,191	3,760	3,868	4,169	4,250	4,522
15	2,191	3,911	4,024	4,342	4,427	4,710
16	2,191	3,921	4,034	4,357	4,443	4,726
17	2,191	3,931	4,043	4,367	4,452	4,735
18	2,191	3,931	4,043	4,367	4,452	4,735
19	2,191	3,974	4,087	4,410	4,496	4,779
20	2,191	4,017	4,130	4,453	4,539	4,822
21	2,191	4,017	4,130	4,453	4,539	4,822
22	2,191	4,017	4,130	4,453	4,539	4,822
23	2,191	4,084	4,197	4,520	4,606	4,889
24	2,191	4,151	4,264	4,587	4,673	4,956
25	2,191	4,151	4,264	4,587	4,673	4,956
26	2,191	4,151	4,264	4,587	4,673	4,956
27	2,191	4,243	4,356	4,679	4,765	5,048
28	2,191	4,335	4,448	4,771	4,857	5,140
29	2,191	4,335	4,448	4,771	4,857	5,140
30	2,191	4,431	4,544	4,867	4,953	5,236
31	2,191	4,528	4,641	4,964	5,050	5,333

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	\$1,454	\$1,824	\$1,877	42,023	42,061	\$2,193
1	1,454	1,824	1,877	2,063	2,103	2,238
2	1,512	1,897	1,952	2,103	2,145	2,282
3	1,572	1,974	2,030	2,187	2,231	2,373
4	1,636	2,052	2,110	2,275	2,318	2,467
5	1,700	2,134	2,196	2,366	2,411	2,566
6	1,769	2,220	2,284	2,461	2,508	2,668
7	1,769	2,307	2,375	2,559	2,608	2,775
8	1,769	2,400	2,470	2,661	2,714	2,888
9	1,769	2,497	2,568	2,767	2,822	3,002
10	1,769	2,596	2,670	2,878	2,935	3,123
11	1,769	2,699	2,778	2,993	3,051	3,247
12	1,769	2,809	2,889	3,114	3,174	3,377
13	1,769	2,920	3,004	3,238	3,301	3,513
14	1,769	3,037	3,124	3,367	3,433	3,652
15	1,769	3,159	3,250	3,507	3,576	3,805
16	1,769	3,167	3,258	3,519	3,588	3,817
17	1,769	3,175	3,266	3,527	3,596	3,825
18	1,769	3,175	3,266	3,527	3,596	3,825
19	1,769	3,210	3,301	3,562	3,631	3,860
20	1,769	3,245	3,336	3,597	3,666	3,895
21	1,769	3,245	3,336	3,597	3,666	3,895
22	1,769	3,245	3,336	3,597	3,666	3,895
23	1,769	3,299	3,390	3,651	3,720	3,949
24	1,769	3,352	3,444	3,705	3,774	4,003
25	1,769	3,352	3,444	3,705	3,774	4,003
26	1,769	3,352	3,444	3,705	3,774	4,003
27	1,769	3,427	3,518	3,779	3,848	4,077
28	1,769	3,501	3,592	3,854	3,923	4,151
29	1,769	3,501	3,592	3,854	3,923	4,151
30	1,769	3,579	3,670	3,931	4,001	4,229
31	1,769	3,657	3,748	4,009	4,079	4,307

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 \$2,500 in tuition assistance for each senior attending a four-year college or university. Eligible students are college seniors between Sept. 2022–June 2023 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. To download the application, go to <https://bit.ly/3KRu2C0>. The **deadline is 4 p.m., Friday, Oct. 14.** If you have questions, call Kathy Wilkes at (614) 253-4731.

jointly and an additional \$10,000 if you had a Pell Grant and meet the above income guidelines.

NEA Member Benefits is offering more ZOOM sessions to share more about how you can join the other 300,000 NEA members who have found relief. No registration is needed. Join any day and time that is convenient.

Sept. 13 @ 4:30 p.m. Sept. 14 @ 7 a.m.

Sept. 17 @ 10 a.m. Sept. 19 @ 5 p.m.

Use this URL to attend the session: <https://bit.ly/3cTJy3S>
(This link will work for ALL Student Loan ZOOM dates)

Two-thirds of NEA members eligible for this limited waiver have yet to act on this limited time opportunity to have loans forgiven under the Temporary Expanded Public Service Loan Forgiveness Program. Haven't you paid long enough? Join us and find out how close relief might really be!

Student Loan Forgiveness: Where Are We Now?

President Biden recently announced \$10,000 in loan forgiveness for borrowers with incomes of \$125,000 or less (\$250,000 if married filing



Religious Leave: Know the Rules

Members should take note of the provision in the CEA Master Agreement that grants teachers the right to take religious leave. A teacher may be absent, with pay, on a day

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

Grievance Update

Your Association works hard 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 the grievances on which CEA is working. To review the text of each grievance in its entirety, go to <https://bit.ly/3eooG56>.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The CCS/CEA Master Agreement was misapplied, misinterpreted or violated by the Administration when the Board/Administration directed principals to reassign...	The grievants shall be made whole in every way, including but not limited to the following: The Board shall immediately follow the proper procedure for classroom reassignment of students from elementary bargaining unit members without a...	The CEA Board of Governors voted to advance this grievance to arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master Agreement when griev...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately remove all references to the written reprimand issued on or about January 11, 2022 from all employee personnel records, other than...	Step 2 hearing pending.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master Agreement when it was...	The grievant shall be made whole in every way, including but not limited to the following: The Board shall immediately return the \$614 that was removed from his classroom and personal lock boxes on or around August 16, 2021 and remove...	Step 1 hearing held. Requested relief denied.
South HS 7-12 Christy Nickerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of South 7-12, Christy Nickerson, failed to provide appropriate administrative...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate administrative support to the affected bargaining unit members and that NO REPRISALS be taken against the...	Step 2 hearing held. Awaiting response.
Marion-Franklin HS Lucas Cech	The CCS Board of Education and/or it's agents violated, misinterpreted, or misapplied provisions of the 2019-2022 CEA/CCS Master agreement when the principal...	The grievant shall be made whole by immediately ceasing direct, verbal criticism in front of students and other staff members; that the extreme and/or repeated verbal abuse (in front of students and other staff members) immediately cease;...	Step 1 hearing filed.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Professional Learning and Licensure Teacher on Special Assignment (TOSA) positions will be immediately restored to the CEA bargaining unit...	Arbitration being scheduled.
CCS Administration	The Columbus City Schools Board of Education and/or it's agents violated, misinterpreted, and/or misapplied provisions of the CCS 2019-2022 Master Agreement...	Grievants shall be made whole in every way, including but not limited to the following: Project Connect positions will be immediately restored to the CEA bargaining unit. Grievants shall be made whole, with interest for any loss of pay...	Arbitration being scheduled.
CCS Administration	As of the date of filing of this grievance, June 27, 2022, CEA bargaining unit Members with the job title of "Tutor" as defined by Article 1001, have not received...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members with the job title of "Tutor" as defined in Article 1001 of the Master Agreement...	Step 2 hearing held. Awaiting decision.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the administration failed to pay bargaining unit members their perfect attendance...	The Association requests that the grievant(s) be made whole in every way, including but not limited to the following: All CEA Bargaining Unit members who are to be paid the perfect attendance stipend shall receive their stipend prior to the...	Step 2 hearing held. Awaiting response.

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identified by a duly constituted religious body as a religious holiday. In order to be granted the leave, the religious body must establish the holiday as a day no work can be performed and the teacher must be an active member of the religious body. Requests for religious leave must be made at least five school days prior to the holiday; teachers will be granted no more than three days during a school year. All requests for religious leave must be made to the CCS Department of Human Resources.

CEA LA at the Boat House

The first Legislative Assembly (Thursday, Sept. 15) will be held at the Boat House, 679 W. Spring St. at 4:30 p.m. All CEA Faculty Representatives are invited to attend this meeting. *RSVP* to Michelle Crouse at crousem@ceaohio.org by **Friday, Sept. 9**.

The Fall Fling is Coming in October!

Everyone needs to attend the CEA Fall Fling this year. Join us Friday, Oct. 7, from 4-8 p.m. at the Hilton Columbus at Easton, 3900 Chagrin Dr. Your Association just welcomed more than 300 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.

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 and the deadline schedule for applications based on the activity date.

Sick Leave Bank

The *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. 30.** 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. Note that 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.

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