



Salaries for this School Year

The following is the salary schedule for teachers and certificated personnel for 2025–2026. **This salary schedule reflects a 2.25% raise.** The **Steps/Years Experience** column shows **true full years** of experience. If you have questions, call CEA at (614) 253-4731.

902.02 Effective August 18, 2025, teachers and school nurses possessing a valid school nurse certificate shall be paid in accordance with the following:

Steps/ Years Expe- rience	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	\$41,801	\$52,448	\$53,969	\$58,165	\$59,266	\$63,058
1	\$41,801	\$52,448	\$53,969	\$59,329	\$60,452	\$64,322
2	\$43,474	\$54,546	\$56,125	\$60,515	\$61,658	\$65,607
3	\$45,210	\$56,728	\$58,370	\$62,938	\$64,128	\$68,230
4	\$47,020	\$58,999	\$60,709	\$65,455	\$66,693	\$70,957
5	\$48,903	\$61,359	\$63,132	\$68,072	\$69,357	\$73,800
6	\$50,859	\$63,814	\$65,660	\$70,794	\$72,132	\$76,747
7	\$50,859	\$66,363	\$68,287	\$73,627	\$75,017	\$79,821
8	\$50,859	\$69,016	\$71,020	\$76,569	\$78,017	\$83,015
9	\$50,859	\$71,780	\$73,857	\$79,632	\$81,137	\$86,335
10	\$50,859	\$74,649	\$76,810	\$82,821	\$84,384	\$89,786
11	\$50,859	\$77,634	\$79,884	\$86,130	\$87,761	\$93,379
12	\$50,859	\$80,744	\$83,083	\$89,576	\$91,270	\$97,113
13	\$50,859	\$83,969	\$86,403	\$93,158	\$94,921	\$100,999
14	\$50,859	\$87,331	\$89,859	\$96,887	\$98,718	\$105,038
15	\$50,859	\$90,824	\$93,452	\$101,005	\$102,914	\$109,501
16	\$50,859	\$91,050	\$93,688	\$101,256	\$103,171	\$109,774
17	\$50,859	\$91,275	\$93,924	\$101,508	\$103,428	\$110,052
18	\$50,859	\$91,275	\$93,924	\$101,508	\$103,428	\$110,052
19	\$50,859	\$92,188	\$94,863	\$102,526	\$104,466	\$111,148
20	\$50,859	\$93,111	\$95,812	\$103,548	\$105,510	\$112,260
21	\$50,859	\$93,111	\$95,812	\$103,548	\$105,510	\$112,260
22	\$50,859	\$93,111	\$95,812	\$103,548	\$105,510	\$112,260
23	\$50,859	\$94,742	\$97,249	\$105,101	\$107,089	\$113,944
24	\$50,859	\$96,400	\$98,707	\$106,679	\$108,699	\$115,370
25	\$50,859	\$96,400	\$98,707	\$106,679	\$108,699	\$115,370
26	\$50,859	\$96,400	\$98,707	\$106,679	\$108,699	\$115,370
27	\$50,859	\$98,571	\$100,926	\$108,814	\$110,870	\$117,389
28	\$50,859	\$100,784	\$102,945	\$110,991	\$113,089	\$119,445
29	\$50,859	\$100,784	\$102,945	\$110,991	\$113,089	\$119,445
30	\$50,859	\$103,055	\$105,263	\$113,209	\$115,349	\$121,832
31	\$50,859	\$105,374	\$107,367	\$115,475	\$117,657	\$123,966

903 Supplemental Hourly Rate
Effective the first teacher work day of the 2025–2026 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$41.04 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, 2025:	
Years of Experience	Hourly Rate
0, 1 or 2	\$44.81
3	45.63
4 or 5	46.48
6	47.32
7 or more	48.18

1010 Tutor Hourly Rate	
Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2025–2026 school year:	
Years of Experience	Hourly Rate
0, 1 or 2	\$41.04
3, 4 or 5	42.45
6, 7 or 8	43.94
9 or more	45.40

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 19, 2025	\$41.04

Welcome Back

CEA Family,
Welcome back to the 2025–2026 school year! I hope everyone had time to rest and recharge during our brief summer break.

This past year, we faced many challenges. Changes in political leadership at the federal and state levels have been a blow to public education. We have seen the Department of Education dismantled and at the state level, our politicians favor stadiums over students. The Ohio Legislature has stripped many collective bargaining rights from our union siblings in higher education and failed to fully fund public schools. At the local level, we see our city government prioritize wealthy developers and corporations by granting tax abatements to those that don’t need them.

As educators, the current state of public education is profoundly disappointing. Educators are tasked with increasing challenges and expected to make herculean progress with fewer resources. Yet, we continue to meet the demands head on and are doing an amazing job educating our students. We are on the front line of public criticism. There are those naysayers who like to throw us into the fray for no other reason than to divide working people and cause distraction from the real issues, which is the continuation of a practice of putting the interests of billionaires before working people.

Despite the obstacles, CEA has had many successes. We bargained the Special Education MOU into the contract; won new rights after filing a ULP for members speaking before the Board of Education and won a grievance around our new academic freedom language. In addition, our contract campaign led to a decrease in subcontracting, clarified language on assignments and transfers, defined planning time and decreased frequency of TBT’s. With that said, we begin this new school year facing potential layoffs and are headed back to the bargaining table in 2026 to bargain for wages for the remaining two years of our contract.

As we prepare to welcome students, I recall a quote Winston Churchill made during WWII about the efforts of the British Royal Air Force (RAF) during the 1940 Battle of Britain. Those few thousand RAF pilots single-handedly stopped the vastly larger German *Luftwaffe* in their tracks, allowing Britain time to regroup and to team up with the United States and the Soviet Union and win WWII. After the worst of the battle was over, Churchill addressed the British Parliament, and said, “Never in the field of conflict was so much owed by so many to so few.”

Those words were true then and can be applied today to us. CEA’s 4,400 educators serve 47,000 students in a city of more than 900,000 residents. You are owed so much by so many. Welcome back, and thank you for the honor of allowing me to represent all of you.

In Solidarity,

John T. Coneglio, President

Bargaining Wrap-Up Survey Out Now

On Friday, Aug. 22, CEA sent members an email containing a link to the Bargaining Wrap-Up survey. The link was sent to members’ personal email addresses. Your Union is interested in members’ experiences with and perceptions of this past bargaining cycle as we set our sights on heading back to the table in just seven months. This survey will close at 11:59 p.m. on Monday,

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Grievance Update

CEA works 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 grievances we are working to resolve. To view each grievance in its entirety, go to <https://www.ceahio.org/wp-content/uploads/2025/08/Grievance-250825-02.pdf>.

Building/Unit Admin.	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the MOU - Working Agreement for Building Substitutes...	Grievants shall be made whole in every way, including but not limited to: The board shall immediately rescind notices of nonrenewal and issue one year limited...	Settlement pending.
CCS Administration	The Columbus City Schools Board of Education and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-...	Grievant shall be made whole in every way, including but not limited to the follow-ing: The Board shall immediately remove all references to the Letter of Direction...	Placed in abeyance pending settlement.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misap-plied when the Board/Administration failed to provide professional...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide School Social Workers with...	Awaiting settlement.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement by...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: sick leave accrual shall be recalculated and revised in...	Placed in abeyance pending settlement.
Eakin ES Theresa Eraybar	Eakin ES Principal Theresa Eraybar, acting in her capacity as agent of the Board, has failed to engage in monthly Association Building Council...	Grievant(s) shall be made whole in every way, including not limited to the follow-ing: The Board and it’s agents shall cease and desist from violating, misinterpret...	Step 2 hearing held. Response received granted in part.
West HS Daniel Roberts	West HS Principal Daniel Roberts, acting in his capacity as agent of the Board, directed grievant to provide class coverage during his coach’s...	Grievants shall be made whole in every way, including not limited to the following: The Board shall provide notice electronically to all bargaining unit members at...	Settled.
Briggs HS Pamela Smith	Briggs HS Principal Pamela Smith, acting in her capacity as agent of the Board, failed to develop appropriate customized content and/or...	Grievants shall be made whole in every way, including not limited to the following: Affected Grievants shall be offered makeup PD (inclusive of CEU credit) during...	Grievance denied at Step 1.
Marion-Franklin HS Tanita Fleming	The CEA/Board Agreement was violated, misinterpreted and/or misap-plied when the the principal at Marion Franklin HS, Tanita Fleming...	The grievants shall be made whole in every way, including but not limited to the fol-lowing: Principal Fleming shall immediately follow the proper procedure for the...	Step 2 denied. Advanced to arbitration.
CCS Administration	The Board of Education and/or its agents violated misinterpreted, and/ or misapplied provisions of the CEA-CCS 2022-2025 Master Agree-...	Grievants shall be made whole in every way, including not limited to the following: The Board shall immediately remit to grievants the applicable 912.02(D) stipends...	Payment made. Grievance withdrawn.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-...	Grievant shall be made whole in every way, including but not limited to the follow-ing: The Board shall immediately remove all references to th eWritten Reprimand...	Settled. Discipline rescinded.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-...	Grievant shall be made whole in every way, including but not limited to the follow-ing: The Board shall immediately remove all references to the Written Reprimand...	Granted in part at Step 2. Union to respond.
CCS Administration	The Board violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when it failed to deduct...	The Board shall immediately cease and desist from violating, misinterpreting, and/ or misapplying provisions of the Master Agreement including but not limited to...	Advanced to arbitration.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the CEA-CCS 2022-2025 Master Agreement when it...	Affected grievant(s) shall be made whole in every way including but not limited to the following: All improperly non-renewed bargaining unit members in the Atten-...	Denied at Step 1.
Health Services Supervisor Melinda Diaz	Health Services supervisor Melinda Diaz, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misplied provisions of...	Grievants shall be made whole in every way including but not limited to the follow-ing: The Board shall immediately rescind the diretive that School Nurses...	Step 2 hearing held.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CCS-CEA Master Agreement when...	Grievant(s) shall be made whole in every way, including but not limited to the follow-ing: Affected grievant(s) shall be reinstated to their bargaining unit position(s)...	Filed at Step 2.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement when it...	Grievant shall be made whol in every way, including but not limited to the follow-ing: The Board shall cease and desist from violating, misinterpreting, and...	Filed at Step 2.
CCS Administration	Columbus City Schools Board of Education and/or it’s agents violated, misinterpreted, and/or misapplied provision of the 2022-2025 CEA/...	The grievant shall be made whole in every way, including but not limited to the follow-ing, reducing the overpayment deductions to an agreeable amount to allow...	Filed at Step 1.
CCS Administration	The Board an/or it’s agents violated, misinterpreted, and/or misapplied provisions of the November 1, 2023 Letter of Agreement between the...	The bargaining unit member previously assigned to the existing central enrollment School Nurse positioin shall immediately be reassigned to her prior position in...	Filed at Step 2 pursuant to Art. 110.06.

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Sept. 1. If CEA does not have your personal email address, you will not be able to complete the survey. Additionally, if you have opted out of receiving emails from SurveyMonkey, you will be unable to take the survey without opting back in*. If you have not received the email with the survey link, send an email from your personal email address to tellcea@ceahio.org with your first and last name and school/unit. ****Don’t forget to check your spam/junk folders.***

Only CEA Members’ Children Get Free College Scholarships

The CEA Member Scholarship Fund is now open for applica-tions. **This benefit is for our members with children who are col-lege seniors between Sept. 2025–June 2026.** 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. 2025–June 2026 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 pri-or to the application date and must be continuous CEA or CEA-R members.

The **deadline** is **Friday, Oct. 10, 4 p.m.** If you have questions, call Kathy Wilkes at (614) 253-4731.

See You at the CEA Fall Fling!

The Fling is right around the corner! Join us for the CEA Fall Fling this year. Mark your calendar for Friday, Oct. 3, from 4–8 p.m. at the **Hilton Columbus at Easton**, 3900 Chagrin Dr. Your Association just welcomed more than 200 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 \$5.

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 confer-ence dates. A majority vote of the full-time teachers in your build-ing 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 Associa-tion business occurs chiefly on Thursdays. We have negotiated the right for CEA representatives to take care of Association business.

Join the Sick Leave Bank

The *CEA 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 **Tuesday, 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. **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.** 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.

Special Notes
Transplant Needed for CEA Member: Robyn Chernack , Intervention Specialist (Cedarwood ES), is in need of a kidney donation from a living donor. Such donations are typically very successful and ideal when made by living donors. Eligible donors have matching blood types and are free of diseases including high blood pressure, diabetes, cancer, kidney and heart disease. Donors are able to lead normal lives. To become a donor, go to: bit.ly/40y23zN .
CEA’s First Legislative Assembly at The Boathouse – Attention: All Faculty Representatives , attend the CEA Legislative Assembly on Thursday, Sept. 11 . The meeting begins at 4:30 p.m. Dinner will be served at the conclusion of the meeting. Registration opens at 4 p.m. RSVP to gablej@ceahio.org .
CEA Members: If you are not receiving electronic communications from CEA, email tellcea@ceahio.org with your name and non-CCS email address. This issue can usually be resolved quickly.