



Check Your Check

The charts below show the bi-weekly gross pay for both pay plans. **Both charts are reflective of the 2.25% 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	\$1,991	\$2,498	\$2,570	\$2,770	\$2,822	\$3,003
1	1,991	2,498	2,570	2,825	2,879	3,063
2	2,070	2,597	2,673	2,882	2,936	3,124
3	2,153	2,701	2,780	2,997	3,054	3,249
4	2,239	2,809	2,891	3,117	3,176	3,379
5	2,329	2,922	3,006	3,242	3,303	3,514
6	2,422	3,039	3,127	3,371	3,435	3,655
7	2,422	3,160	3,252	3,506	3,572	3,801
8	2,422	3,286	3,382	3,646	3,715	3,953
9	2,422	3,418	3,517	3,792	3,864	4,111
10	2,422	3,555	3,658	3,944	4,018	4,276
11	2,422	3,697	3,804	4,101	4,179	4,447
12	2,422	3,845	3,956	4,266	4,346	4,624
13	2,422	3,999	4,114	4,436	4,520	4,809
14	2,422	4,159	4,279	4,614	4,701	5,002
15	2,422	4,325	4,450	4,810	4,901	5,214
16	2,422	4,336	4,461	4,822	4,913	5,227
17	2,422	4,346	4,473	4,834	4,925	5,241
18	2,422	4,346	4,473	4,834	4,925	5,241
19	2,422	4,390	4,517	4,882	4,975	5,293
20	2,422	4,434	4,562	4,931	5,024	5,346
21	2,422	4,434	4,562	4,931	5,024	5,346
22	2,422	4,434	4,562	4,931	5,024	5,346
23	2,422	4,512	4,631	5,005	5,099	5,426
24	2,422	4,590	4,700	5,080	5,176	5,494
25	2,422	4,590	4,700	5,080	5,176	5,494
26	2,422	4,590	4,700	5,080	5,176	5,494
27	2,422	4,694	4,806	5,182	5,280	5,590
28	2,422	4,799	4,902	5,285	5,385	5,688
29	2,422	4,799	4,902	5,285	5,385	5,688
30	2,422	4,907	5,013	5,391	5,493	5,802
31	2,422	5,018	5,113	5,499	5,603	5,903

(The figures above represent approximate amounts rounded to the nearest dollar.)

1202.07 Building Substitute Hourly Rate		
Building substitutes shall be paid at the following rate per hour for work time that is authorized and approved by the superintendent or designee:		
Effective the first teacher work day of the 2025–2026 school year:	Years of Experience	Hourly Rate
	0 or 1	\$41.04
	2 or more, or holds ODE Teaching License	41.55

Retiring? Avoid OTES

Bargaining unit members who are planning on retiring during the 2025–2026 school year can be exempted from the Ohio Teacher Evaluation System. To take advantage of this, submit your notice of retirement to Human Resources by Friday, Oct. 31. You must continue to complete the evaluation process until your retirement has been approved by the Board of Education. To download retirement information or access the Google form to submit notification of retirement, go to <https://www.ccsbh.us/Page/2340>. If you have questions, contact Teri Mullins, CEA Staff Consultant at (614) 253-4731.



Fight Flu and Earn a Gift Card from Wellness

Staff who receive a flu shot before Dec. 31 will earn a \$25 gift card from the CCS Staff Wellness Initiative. After you receive your flu shot, visit the Flu Shot Information tab on the Wellness website, ccsoh.us/wellness, and fill out the flu shot form. You do not need to receive your flu shot at a CCS location in order to be eligible for the gift card. As a reminder, gift cards are a form of compensation and are subject to employee payroll tax.

FIGHT FLU
AND EARN A \$25.00 GIFT CARD*

*Gift cards are a form of compensation and are subject to employee payroll tax.

1
Receive Your Flu Shot at Any Location

2
Fill out the Flu Shot Form

3
Receive Your Gift Card

VISIT THE WELLNESS WEBSITE FOR MORE FLU SHOT INFORMATION [CCSOH.US/WELLNESS](https://ccsoh.us/wellness)

Questions? Email wellness@columbus.k12.oh.us.

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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.ccaohio.org/wp-content/uploads/2025/09/Grievance-250908-04.pdf>.

Building/Unit Admin.	Statement of Grievance	Relief Requested	Disposition
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or mis-applied provisions of the MOU - Working Agreement for...	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...	Settled during negotiations..
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 following: The Board shall immediately remove all references to the Letter...	Placed in abeyance pending settlement.
CCS Administration	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the Board/Administration failed to provide...	The grievants shall be made whole in every way, including but not limited to the following: That the Board/ Administration provide School Social...	Awaiting settlement.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master...	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....	Placed in abeyance pending settlement.
Marion-Franklin HS Tanita Fleming	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the the principal at Marion Franklin HS, Tanita...	The grievants shall be made whole in every way, including but not limited to the following: Principal Fleming shall immediately follow the proper...	Step 2 denied. Advanced to arbitration.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions of 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...	Settlement pending.
CCS Administration	The Board violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master Agreement when it failed...	The Board shall immediately cease and desist from violating, misinterpreting, and/or misapplying provisions of the Master Agreement including but not...	Advanced to arbitration.
Health Services Supervisor Melinda Diaz	Health Services supervisor Melinda Diaz, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misplied...	Grievants shall be made whole in every way including but not limited to the following: The Board shall immediately rescind the directive that School...	Grievance denied at Step 2. Union to respond.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CCS-CEA Master...	Grievant(s) shall be made whole in every way, including but not limited to the following: Affected grievant(s) shall be reinstated to their bargaining...	Grievance denied at Step 2. Union to respond.
CCS Administration	The Board and/or it’s agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master...	Grievant shall be made whol in every way, including but not limited to the following: The Board shall cease and desist from violating, misinterpreting,...	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...	The grievant shall be made whole in every way, including but not limited to the following, reducing the overpayment deductions to an agreeable amount...	Filed at Step 1.
CCS Administration	The Board an/or it’s agents violated, misinterpreted, and/or misap-plied provisions of the November 1, 2023 Letter of Agreement...	The bargaining unit member previously assigned to the existing central enroll-ment School Nurse positioin shall immediately be reassigned to her prior...	Grievance denied at Step 2. Union to respond.
CCS Administration	The Columbus City Schools Board of Education violated, misin-terpreted, and/or misapplied provisions of the 2025-2028...	The grievants shal be made whole in every way, including but not limited to the following: The Board shall cease and desist from violating,...	Filed at Step 1.
Linden-McKinley STEM Acad. Dr. Michael McCrory	The Columbus City Schools Board of Education violated, misin-terpreted, and/or misapplied provisions of the 2025-2028...	The grievants shal be made whole in every way, including but not limited to the folowing: The Board shall cease and desist from violating,...	Filed at Step 1.

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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.

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 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 prior 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.

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.

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.

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. Act as soon as you know the date of your conference because funds are exhausted quickly.

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.

Make a donation to the Catastrophic Sick Leave Bank: When someone experiences a life-threatening illness or injury, and they are out of accrued time, they can apply for catastrophic leave. When approved, sick leave days can be donated, allowing them to remain in paid status and receive healthcare benefits. The following members have been approved for Catastrophic Leave and are in need of donated days: **Katrina Callaghan, Northland HS;** and **Kellie Wilburn, Eastmoor Acad.** To donate, complete the Catastrophic Sick Leave Donation Form, available on the CEA and CCS websites. Submit the completed form to leavesofabsence@columbus.k12.oh.us.

Grow the Future: Stepping Up For Our Scholars – Step into rhythm and purpose as we raise scholarship funds for graduation seniors from Columbus City Schools with an afternoon of jazz, line dancing, and community connection. The **Ken Weaver Quartet** will perform. Let the music move you and the cause inspire you. Be there on **Sept. 21** from **3–6 p.m.** at **JP’s Barbeque Event Ctr.** (Bolton Field, 2000 Norton Rd., Columbus, OH43228). Admission: \$50 *with advance sales only*. **No ticket sales at the door.** Tickets can be purchased by check mailed to **The Lunch Bunch, P.O. Box 360941, Columbus, OH 43236** or via **Zelle**. The Lunch Bunch is a 501(c)(3) organization.



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