

Check Your Check Before the First Payday on September 11

The charts below show the bi-weekly gross pay for both pay plans. Both charts are reflective of the 2% 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	\$2,030	\$2,547	\$2,621	\$2,825	\$2,879	\$3,063
1	2,030	2,547	2,621	2,882	2,936	3,124
2	2,112	2,649	2,726	2,939	2,995	3,187
3	2,196	2,755	2,835	3,057	3,115	3,314
4	2,284	2,866	2,949	3,179	3,239	3,446
5	2,375	2,980	3,066	3,306	3,369	3,585
6	2,470	3,100	3,189	3,439	3,504	3,728
7	2,470	3,223	3,317	3,576	3,644	3,877
8	2,470	3,352	3,450	3,719	3,789	4,032
9	2,470	3,486	3,587	3,868	3,941	4,193
10	2,470	3,626	3,731	4,023	4,099	4,361
11	2,470	3,771	3,880	4,183	4,263	4,536
12	2,470	3,922	4,035	4,351	4,433	4,717
13	2,470	4,079	4,197	4,525	4,610	4,906
14	2,470	4,242	4,365	4,706	4,795	5,102
15	2,470	4,411	4,539	4,906	4,999	5,319
16	2,470	4,422	4,551	4,918	5,011	5,332
17	2,470	4,433	4,562	4,930	5,024	5,345
18	2,470	4,433	4,562	4,930	5,024	5,345
19	2,470	4,478	4,608	4,980	5,074	5,399
20	2,470	4,523	4,654	5,029	5,125	5,453
21	2,470	4,523	4,654	5,029	5,125	5,453
22	2,470	4,523	4,654	5,029	5,125	5,453
23	2,470	4,602	4,724	5,105	5,201	5,534
24	2,470	4,682	4,794	5,182	5,280	5,604
25	2,470	4,682	4,794	5,182	5,280	5,604
26	2,470	4,682	4,794	5,182	5,280	5,604
27	2,470	4,788	4,902	5,285	5,385	5,702
28	2,470	4,895	5,000	5,391	5,493	5,802
29	2,470	4,895	5,000	5,391	5,493	5,802
30	2,470	5,006	5,113	5,499	5,603	5,918
31	2,470	5,118	5,215	5,609	5,715	6,021

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	\$1,640	\$2,058	\$2,117	\$2,282	\$2,325	\$2,474
1	1,640	2,058	2,117	2,328	2,372	2,523
2	1,706	2,140	2,202	2,374	2,419	2,574
3	1,774	2,225	2,290	2,469	2,516	2,677
4	1,845	2,315	2,382	2,568	2,616	2,784
5	1,918	2,407	2,477	2,671	2,721	2,895
6	1,995	2,503	2,576	2,777	2,830	3,011
7	1,995	2,603	2,679	2,888	2,943	3,131
8	1,995	2,708	2,786	3,004	3,061	3,257
9	1,995	2,816	2,897	3,124	3,183	3,387
10	1,995	2,929	3,013	3,249	3,310	3,522
11	1,995	3,046	3,134	3,379	3,443	3,663
12	1,995	3,168	3,259	3,514	3,581	3,810
13	1,995	3,294	3,390	3,655	3,724	3,962
14	1,995	3,426	3,525	3,801	3,873	4,121
15	1,995	3,563	3,666	3,962	4,037	4,296
16	1,995	3,572	3,675	3,972	4,047	4,307
17	1,995	3,581	3,685	3,982	4,058	4,317
18	1,995	3,581	3,685	3,982	4,058	4,317
19	1,995	3,617	3,722	4,022	4,098	4,360
20	1,995	3,653	3,759	4,062	4,139	4,404
21	1,995	3,653	3,759	4,062	4,139	4,404
22	1,995	3,653	3,759	4,062	4,139	4,404
23	1,995	3,717	3,815	4,123	4,201	4,470
24	1,995	3,782	3,872	4,185	4,264	4,526
25	1,995	3,782	3,872	4,185	4,264	4,526
26	1,995	3,782	3,872	4,185	4,264	4,526
27	1,995	3,867	3,959	4,269	4,350	4,605
28	1,995	3,954	4,039	4,354	4,437	4,686
29	1,995	3,954	4,039	4,354	4,437	4,686
30	1,995	4,043	4,130	4,441	4,525	4,780
31	1,995	4,134	4,212	4,530	4,616	4,863

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

Sick Leave Bank Now Sick Leave Borrowing Program (UPDATED)

Until the reopener last year, the Master Agreement contained language for a Sick Leave Bank. Under that language, only members who donated two days of sick leave became members of the sick leave bank. That would afford them the ability to borrow up to ten days, paying back with their monthly accruals of sick leave.

With the creation of the Sick Leave Bargaining Program (SLBP) your Bargaining Team improved the ability of our members to:

- Use the SLBP to borrow time for family and/or parental leave
- Made it easier to receive a loan

Instead of being an opt-in situation as was with the Sick Leave Bank, SLBP is an opt-out situation for all bargaining unit members. Please note the following:

- If you were previously a member of the “Bank,” and want to continue, you will automatically be a member of the SLBP—no further action is required. If you’re not sure if you were a member of the “Bank,” go to https://bit.ly/3S7SBTi to download a list of the most recent members of the “Bank,”

searchable by CCS ID number.

- If you were hired prior to the 2026–2027 school year and were not a member of the “Bank” but would now like to join the SLBP, you will automatically be opted in with no further action, which will initiate your donation of two sick days in order to join. If you do not want to join the SLBP, you must fill out this opt-out form https://bit.ly/46bf4SV on or before Sept. 30 of each year to prevent your sick days from automatically being deducted.
- If you were hired prior to the 2026–2027 school year and were a member of the “Bank” but would like to leave, you must opt-out by filling out this opt-out form https://bit.ly/46bf4SV.
- If you are a first-year teacher, you will be enrolled in the SLBP automatically and two days will be deducted from the five days advanced to you at the beginning of the school year. If you do not want to be a part of the SLBP, you must opt-out by filling out this opt-out form https://bit.ly/46bf4SV.

Please note: After you submit the form to opt-out of the SLBP, you will receive a copy of the completed form for your records.

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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. Go to: <https://www.ceahio.org/wp-content/uploads/2026/08/Grievance-260831.pdf>

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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. 2026–June 2027. 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. 2026–June 2027 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 4 p.m. on Friday, Oct. 9. If you have questions, call Kathy Wilkes at (614) 253-4731. To download the application form, go to <https://bit.ly/4wNZIEp>.



Know Your Contract: Middle and High School Grade Entry

In 2025, during the full bargaining, the district came to your Union with a proposal regarding the frequency of middle and high school teachers' grade entry. At the time they brought their proposal, the language they wanted to change in Section 210.03 (2)(a) for teachers in grades 6–12 read: "Teachers shall keep families informed of student progress by regularly updating assignments and grades in their district-provided electronic gradebook."

The district's initial proposal would have required CEA members in grades 6–12 to update their gradebook on a weekly basis. Your Bargaining Team was able to get the district to agree to a compromise. The current language for grade entry for teachers in grades 6–12 reads as follows:

- 210.03
2. For grades six (6) through twelve (12):
- a. Teachers shall update assignments and grades in their district-provided electronic gradebook every ten (10) teacher attendance days beginning on the first day of student attendance.
- If you have any questions, please contact the CEA Office.

Know Your New Contract: Teaching a Sixth Period in MS and HS

Prior to last year's reopener, middle and high school teachers were required to go through the Reform Panel process to teach a sixth period. As a result of the reopener, your Union negotiated the ability of our members, at their sole discretion, to teach a sixth class in lieu of a duty without having to go through the Reform Panel process.

CEA members are completely in charge of whether or not they teach a sixth period class for the 2026–2027 school year. Once the form is completed, no further action on the part of the member is required. To complete the form, go to bit.ly/4giegR4.

Religious Leave

Our contract ensures that educators have the right to participate in their religious traditions. Section 702.11 of the *CEA Master Agreement* allows bargaining unit members to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off. Remember that a request for religious leave must be made in writing to the Human Resources Department at least five school days prior to the holiday.

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. 23, 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.

Special Notes

The CEA Office will maintain office hours through Aug. 31 of 8:30 a.m.–4 p.m., Monday–Friday. Normal hours will resume Sept. 1: 8:30 a.m.–4:30 p.m.

CEA's First Legislative Assembly at The Boathouse: **Attention All Faculty Representatives**, attend the **CEA Legislative Assembly on Thursday, Sept. 10**. Registration opens at 4 p.m. The meeting begins at 4:30 p.m. Dinner will be served at the conclusion of the meeting. **RSVP to gablej@ceahio.org**.

Due to vacancies on the Board of Governors and OEA Delegates for 2026–2027, there will be a **Special Election**. CEA is electing candidates for the **unexpired term of Governor for District 7 (2028), High School Governor-at-Large (2029) and OEA Delegate (2026–2027)**. **Dedaraion** runs from **Sept. 28 through Oct. 9**. Voting runs from **Oct. 21 through Nov. 4**.

PLEASE CONSIDER MAKING AN ORGAN DONATION! A transplant is needed for CEA Member Robyn Chernack, Intervention Specialist at **Cedarwood ES**. She 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.

\$900 GRANTS

As we celebrate 90 years of being Rock Solid for Education, Education First Credit Union is honoring the teachers and school employees who make a lasting impact every day. Throughout 2026, we will award nine \$900 grants to support innovative classroom projects, student experiences, and school initiatives that reflect our commitment to education, community, and financial empowerment.

Grant Amount: Up to \$900
Total Awards: Nine (9) grants of \$900 each will be awarded
August – October 2026.

Eligibility: To be eligible for consideration, applicants must be current teachers or school employees and applicants must be current members of Education First Credit Union at the time of application submission.

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