

The CEA Voice

Rhonda Johnson, President

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Columbus Education Association

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Check your check

The first paychecks under the new salary schedule will be distributed on Friday, Sept. 12. Be sure to check that you are being paid correctly. Below are charts showing the gross pay (salary before deductions) which covers a two-week period for both pay plans for full-time certificated staff.



Please note that due to differences in rounding, amounts may vary slightly.

Plan A 21 Pays

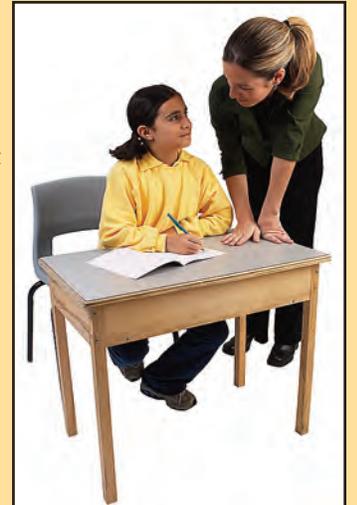
Years Experience	Community Schools	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree Plus 30 Semester Hours	Ph.D
0	1,455.76	1,976.33	1,976.33	2,025.67	2,064.05	2,196.14
1	1,514.24	1,976.33	1,976.33	2,106.05	2,148.05	2,285.52
2	1,574.52	1,976.33	2,032.95	2,190.05	2,233.90	2,376.86
3	1,638.43	2,054.90	2,113.33	2,277.71	2,321.57	2,470.14
4	1,702.38	2,137.10	2,199.19	2,369.05	2,414.71	2,569.24
5	1,771.76	2,222.95	2,286.86	2,464.05	2,511.52	2,672.24
6	1,771.76	2,310.62	2,378.19	2,562.67	2,612.00	2,779.19
7	1,771.76	2,403.76	2,473.19	2,664.95	2,717.95	2,891.90
8	1,771.76	2,500.57	2,571.81	2,770.90	2,825.71	3,006.57
9	1,771.76	2,599.19	2,674.10	2,882.33	2,938.95	3,127.05
10	1,771.76	2,703.33	2,781.86	2,997.38	3,055.86	3,251.43
11	1,771.76	2,812.90	2,893.29	3,117.95	3,178.24	3,381.67
12	1,771.76	2,924.33	3,008.38	3,242.14	3,306.10	3,517.67
13	1,771.76	3,041.24	3,128.90	3,371.86	3,437.62	3,657.62
14	1,771.76	3,163.62	3,254.95	3,507.00	3,576.43	3,805.33
15	1,771.76	3,163.62	3,254.95	3,516.52	3,585.95	3,814.86
16	1,771.76	3,171.38	3,262.71	3,524.29	3,593.71	3,822.62
19	1,771.76	3,241.48	3,332.81	3,594.38	3,663.81	3,892.71
23	1,771.76	3,349.10	3,440.43	3,702.00	3,771.43	4,000.33
27	1,771.76	3,497.86	3,589.19	3,850.76	3,920.19	4,149.10
30	1,771.76	3,653.48	3,744.81	4,006.38	4,075.81	4,304.71

Plan B 26 Pays

Years Experience	Community Schools	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree Plus 30 Semester Hours	Ph.D
0	1,175.81	1,596.27	1,596.27	1,636.12	1,667.12	1,773.81
1	1,223.04	1,596.27	1,596.27	1,701.04	1,734.96	1,846.00
2	1,271.73	1,596.27	1,642.00	1,768.88	1,804.31	1,919.77
3	1,323.35	1,659.73	1,706.92	1,839.69	1,875.12	1,995.12
4	1,375.00	1,726.12	1,776.27	1,913.46	1,950.35	2,075.15
5	1,431.04	1,795.46	1,847.08	1,990.19	2,028.54	2,158.35
6	1,431.04	1,866.27	1,920.85	2,069.85	2,109.69	2,244.73
7	1,431.04	1,941.50	1,997.58	2,152.46	2,195.27	2,335.77
8	1,431.04	2,019.69	2,077.23	2,238.04	2,282.31	2,428.38
9	1,431.04	2,099.35	2,159.85	2,328.04	2,373.77	2,525.69
10	1,431.04	2,183.46	2,246.88	2,420.96	2,468.19	2,626.15
11	1,431.04	2,271.96	2,336.88	2,518.35	2,567.04	2,731.35
12	1,431.04	2,361.96	2,429.85	2,618.65	2,670.31	2,841.19
13	1,431.04	2,456.38	2,527.19	2,723.42	2,776.54	2,954.23
14	1,431.04	2,555.23	2,629.00	2,832.58	2,888.65	3,073.54
15	1,431.04	2,555.23	2,629.00	2,840.27	2,896.35	3,081.23
16	1,431.04	2,561.50	2,635.27	2,846.54	2,902.62	3,087.50
19	1,431.04	2,618.12	2,691.88	2,903.15	2,959.23	3,144.12
23	1,431.04	2,705.04	2,778.81	2,990.08	3,046.15	3,231.04
27	1,431.04	2,825.19	2,898.96	3,110.23	3,166.31	3,351.19
30	1,431.04	2,950.88	3,024.65	3,235.92	3,292.00	3,476.88

Let's keep up the progress

The Ohio Department of Education (ODE) recently released the 2008–2009 report cards, measuring the academic progress of every school and school district across the state. OEA President Patricia Frost-Brooks noted last week that Ohio teachers are doing a great job overall, but that we must keep working. We need to close achievement gaps and prepare our students for the challenges they will face after graduation.



Columbus City Schools kept its rating of Continuous Improvement. Equivalent to a grade of "C," this marks the third year CCS has maintained this designation. The district's students also achieved more than a year's worth of academic growth based on the state's value-added measure.

"It is due to the hard work of the teachers of Columbus that the district has been able to maintain the rating of Continuous Improvement," said CEA President Rhonda Johnson. "Without their professionalism and expertise, our district would not have received our highest value-added rating, either."

"Our teachers were able to make these accomplishments possible in spite of a host of issues working against them," said Johnson. "Teachers were able to make learning happen in spite of the cutbacks to staff, the shortening of the school day and increased class sizes."

"We need to continue to move forward and give the taxpayers what they were promised," continued President Johnson. She believes we will get there. "We have a very talented staff of dedicated and high-quality educators who all believe in our students' abilities to achieve. Let's continue to show our fellow urban teachers and other colleagues across the state how the job gets done."

Legal services deadlines

Now is the time to enroll in CEA's Comprehensive Legal Services Plan described in last week's *Voice*. This pioneering plan offers you reduced rates for those personal matters requiring a lawyer—such as developing an estate plan, resolving domestic matters and dealing with traffic violations. You are automatically enrolled in the basic plan. Sign up for a more comprehensive package that includes more extensive coverage for matters such as personal injury.

Forms are available on the CEA Web site and from the CEA office. The deadline to have the fee deducted through payroll deduction is Wednesday, Sept. 30. The open enrollment period is now through Oct. 31.

Got a discipline plan yet?

Now that students have returned to the classroom, your school's written discipline plans must be in place. If your principal has not established a building discipline plan, it is grievable at Step 2. Members should call CEA so that we can take action.

According to the *CEA Master Agreement* (Article 208), every school must have a discipline policy in place by the first day of student attendance. If the principal is new to the building, he or she must be notified in writing and given 10 days to comply before a grievance can be filed. Some schools use their ABC as the mechanism for this discussion. But others expand its membership.

Having a discipline plan at the beginning of the school year is critical to providing an atmosphere conducive to teaching and learning. The payoff can be huge. Having a working discipline plan in place can promote an atmosphere that leads to good teaching and learning.

If you have questions about the discipline plan or the committee process, call the CEA office at 253-4731.

Your membership gives you a voice

You will get information about Teachers for Better Schools (TBS) in your mailbox. Fill out the form and join TBS for as little as \$1 per pay.

TBS keeps its eye on the political arena. It raises money for political candidates, levy and bond campaigns and other ballot issues affecting Columbus teachers and the school community. It tracks legislation affecting education. At election time, it screens candidates for various offices and makes recommendations to the CEA Board of Governors and the Legislative Assembly. Our process of endorsement is highly respected and sought by all candidates.

CEA does not use any dues money to promote individual candidates or issues. Instead, teachers join TBS separately. Dues consist of a payroll deduction. A contribution of \$1 per payday amounts to thousands to help CEA continue its efforts to make sure elected officials are serving the interests of our schools and our students. You will find a form on the CEA Web site at <http://bit.ly/35eOKY>.



Upgrading Substitute Employee Management System (SEMS)

You should have received a SEMS SmartfindExpress Employee User Guide and an Upgrade Highlights flyer on your first day of school. Your principal should have gone over the new procedures with you. This updated version will provide more options for the user. It allows you to access SEMS 24 hours a day, seven days a week. You can even modify your request for a substitute to fit your absence of one-half day.

It is important to note that in Article 701.03(A) of the *CEA contract* you are required to report your absence to the principal or to the SEMS, but not both. Check the CEA Web site at <http://bit.ly/Olbhq> to find the SEMS Upgrade Highlights.

Are you registered to vote?

Make sure you are registered to vote and that you visit the polls. It is important that we take an active stance in supporting elected officials who support public education.

This November, we will vote for Columbus Board of Education members, City Council representatives and judges. We will determine tax levy outcomes in a number of school districts where we live. Teachers are known to be consistent vot-

ers, and our votes make a difference.

The deadline for voter registration in Franklin County is Oct. 5. For information, visit vote.franklincountyohio.gov.

The ABC is here for you

The start of school year is the time to organize your Association Building Council (ABC). This should be done during the first month of school.

The ABC is vital, and it can address virtually all school matters.



The ABC consists of the Senior Faculty Representative, two elected staff members and two members of the staff selected by the principal, plus one additional elected member and one appointed member selected for every additional twenty teachers on staff. Note: The principal is not a member of the ABC. Instructional assistants, secretaries and custodians are classified employees and are also not members of the ABC. Ideally, the ABC should reflect the grade level, subject matter, racial and gender composition of the staff.

Teachers in the building can go to these council members to offer ideas or present problems they have observed or are experiencing. The ABC can make recommendations to the principal regarding any area of concern relating to school operations including: curriculum, attendance, facility, equipment, personnel, finances, students and administration.

Other areas are: selection of new staff members, length of school day, elementary lunch schedules, expenditure of profits from fundraising projects, discipline procedures and policies, assignments and selection of aides.

Special notes

- Nancy Morrow** was selected to serve on the **Textbook Selection Committee** for **MS Language Arts**. Her name was inadvertently omitted from the Aug. 31 *Voice*.
- The **2009 CEA Members Scholarship** forms are available on the CEA Web site by clicking on the Member Benefits tab at the top of the homepage.
- CEA's Annual Fall Fling** will be held Friday, Sept. 25, at the **Aladdin Shrine Center**. Please note that this is a change in venue. Watch for information in your e-mail and school mailboxes.
- The **open enrollment** period to participate in the **Sick Leave Bank** is from **Sept. 1-30**. Download a form from the CEA Web site at <http://bit.ly/3gPH2e>.
- Copies of the **new 2009-2011 CEA Master Agreement** will be distributed to members starting the first week in September. Non-members can purchase copies of the contract from CEA for \$25.
- Save the date:** Friday, Oct. 16, is **Capital Day** to be held at the Hyatt Regency.
- We need your **personal e-mail address** and **cell phone number**. Please fill out the card you received from your faculty representative or e-mail jnelson@ceaohio.org.
- Share the life of Woody Hayes through **Roger Thomas' "Three Yards and a Cloud of Dust."** Attend **CEA-R's luncheon on Tues. Oct. 6, 11 a.m.-2 p.m.**, at the Fawcett Center, 2400 Olentangy River Rd. The cost is \$22. Contact Marilyn Allen at 299-4841 by Sept. 28.

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.

Please contact us today and allow our experience to work for you.
(614) 461-4455 or www.cloppertlaw.com