

The Voice

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www.ceaohio.org

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Check your check

The first paychecks under the new salary schedule were scheduled to be deposited on Friday, Sept. 9. Now is a good time to check that you are being paid correctly. Below are charts showing the gross pay (salary before deductions) for a two-week period for both pay plans for full-time teachers. Due to rounding, there may be slight differences between your pay and the charts that follow. Call CEA if you have questions about your pay.



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	1,484.90	2,015.86	2,015.86	2,066.19	2,105.29	2,240.05
1	1,514.71	2,015.86	2,015.86	2,107.14	2,148.14	2,285.62
2	1,576.19	2,015.86	2,045.67	2,191.00	2,235.71	2,378.81
3	1,639.52	2,056.86	2,114.62	2,278.57	2,323.29	2,471.95
4	1,704.71	2,138.86	2,200.33	2,369.86	2,416.43	2,571.10
5	1,771.81	2,224.52	2,287.90	2,464.86	2,513.33	2,674.19
6	1,807.19	2,312.10	2,379.19	2,563.62	2,613.90	2,781.19
7	1,807.19	2,405.24	2,474.19	2,666.10	2,718.24	2,892.19
8	1,807.19	2,502.14	2,572.95	2,772.29	2,828.19	3,009.19
9	1,807.19	2,600.90	2,675.43	2,884.10	2,939.95	3,128.10
10	1,807.19	2,705.24	2,783.48	2,999.57	3,057.33	3,253.00
11	1,807.19	2,813.29	2,895.24	3,118.81	3,180.29	3,383.81
12	1,807.19	2,926.90	3,010.76	3,243.67	3,307.00	3,518.67
13	1,807.19	3,042.43	3,130.00	3,374.05	3,439.29	3,659.40
14	1,807.19	3,165.38	3,256.71	3,508.19	3,577.14	3,806.10
15	1,807.19	3,226.90	3,320.05	3,581.90	3,652.71	3,886.19
16	1,807.19	3,234.81	3,327.95	3,594.57	3,665.38	3,898.86
17	1,807.19	3,242.71	3,335.86	3,602.48	3,673.29	3,906.76
18	1,807.19	3,242.71	3,335.86	3,602.48	3,673.29	3,906.76
19	1,807.19	3,278.57	3,371.71	3,638.33	3,709.14	3,942.62
20	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
21	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
22	1,807.19	3,314.38	3,407.52	3,674.14	3,744.95	3,978.43
23	1,807.19	3,369.38	3,462.52	3,729.14	3,799.95	4,033.43
24	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
25	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
26	1,807.19	3,424.38	3,517.52	3,784.14	3,854.95	4,088.43
27	1,807.19	3,500.43	3,593.57	3,860.19	3,931.00	4,164.48
28	1,807.19	3,576.43	3,669.57	3,936.19	4,007.00	4,240.48
29	1,807.19	3,576.43	3,669.57	3,936.19	4,007.00	4,240.48
30	1,807.19	3,656.00	3,749.14	4,015.76	4,086.57	4,320.05
31	1,807.19	3,735.52	3,828.67	4,095.29	4,166.10	4,399.57

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	1,199.35	1,628.19	1,628.19	1,668.85	1,700.42	1,809.27
1	1,223.42	1,628.19	1,628.19	1,701.92	1,735.04	1,846.08
2	1,273.08	1,628.19	1,652.27	1,769.65	1,805.77	1,921.35
3	1,324.23	1,661.31	1,707.96	1,840.38	1,876.50	1,996.58
4	1,376.88	1,727.54	1,777.19	1,914.12	1,951.73	2,076.65
5	1,431.08	1,796.73	1,847.92	1,990.85	2,030.00	2,159.92
6	1,459.65	1,867.46	1,921.65	2,070.62	2,111.23	2,246.35
7	1,459.65	1,942.69	1,998.38	2,153.38	2,195.50	2,336.00
8	1,459.65	2,020.96	2,078.15	2,239.15	2,284.31	2,430.50
9	1,459.65	2,100.73	2,160.92	2,329.46	2,374.58	2,526.54
10	1,459.65	2,185.00	2,248.19	2,422.73	2,469.38	2,627.43
11	1,459.65	2,272.27	2,338.46	2,519.04	2,568.69	2,733.08
12	1,459.65	2,364.04	2,431.77	2,619.88	2,671.04	2,842.00
13	1,459.65	2,457.35	2,528.08	2,725.19	2,777.88	2,955.66
14	1,459.65	2,556.65	2,630.42	2,833.54	2,889.23	3,074.16
15	1,459.65	2,606.35	2,681.58	2,893.08	2,950.27	3,138.85
16	1,459.65	2,612.73	2,687.96	2,903.31	2,960.50	3,149.08
17	1,459.65	2,619.12	2,694.35	2,909.69	2,966.88	3,155.46
18	1,459.65	2,619.12	2,694.35	2,909.69	2,966.88	3,155.46
19	1,459.65	2,648.08	2,723.31	2,938.65	2,995.85	3,184.42
20	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
21	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
22	1,459.65	2,677.00	2,752.23	2,967.58	3,024.77	3,213.35
23	1,459.65	2,721.42	2,796.65	3,012.00	3,069.19	3,257.77
24	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
25	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
26	1,459.65	2,765.85	2,841.08	3,056.42	3,113.62	3,302.19
27	1,459.65	2,827.27	2,902.50	3,117.85	3,175.04	3,363.62
28	1,459.65	2,888.65	2,963.88	3,179.23	3,236.42	3,425.00
29	1,459.65	2,888.65	2,963.88	3,179.23	3,236.42	3,425.00
30	1,459.65	2,952.92	3,028.15	3,243.50	3,300.69	3,489.27
31	1,459.65	3,017.15	3,092.38	3,307.73	3,364.92	3,553.50

Celebrate National Hispanic Heritage Month

What three U.S. states are home to most Hispanic-owned businesses? Answer: California, Texas and Florida.

That's just one fact available to share with students during National Hispanic Heritage month, observed Sept. 15–Oct. 15. You also can tell them that the U.S. Census counted more than 44 million people in the United States who are of Hispanic origin. That's 14 percent of the population. Many of their classmates are counted among this community.

Hispanic Americans trace their roots to the cultures of the indigenous peoples of the Americas—including the Arawaks (Puerto Rico), the Aztecs (Mexico), the Incas (South America), the Maya (Central America) and the Tainos (in Cuba, Puerto Rico and other places). Some trace their



roots to the Spanish explorers of the 1400s and to the Africans who were brought as slaves to the New World.

There is so much teaching material to choose from during this month of observance. Here are some ways to bring Hispanic heritage into your classroom:

U.S. geography: Many U.S. place names are derived from the Spanish language. Invite students to locate, tag on a U.S. map and translate state names such as Arizona, Colorado, Florida and Montana; and city names including El Paso, Los Angeles, Pueblo, San Antonio, San Diego, San Francisco, San Jose and Santa Fe.

Graphing: Invite students to use information from the U.S. Bureau of the Census to create a bar graph, a picture graph or a circle graph showing Hispanic countries of origin.

Biographies: Invite students to select a famous Latino and learn two new facts about that person. Here are some ideas: Simón Bolívar, statesman; Roberto Durán, sportsman; Julio Iglesias, musician; Frida Kahlo, painter; Pablo Picasso, painter; Ramona Reyes, Columbus School Board member and Sonia Sotomayor, Supreme Court Justice.

For more great ideas, visit educationworld.com or national-hispanicheritage.org or see your school librarian.

Do you know your ABCs?

By now, your school should have its Association Building Council (ABC) in place. Article 202 of our negotiated agreement describes the organization and function of this important committee. 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 20 teachers on staff. The principal and classified staff cannot be members of the ABC.

The ABC is advisory. However, a wise principal collaborates with his or her members to help determine policies, programs and other issues that may affect the school. At the first meeting, the ABC elects a chairperson. The chairperson then distributes a form to remind certificated staff to submit concerns or agenda items for each meeting. The chair and the principal create and distribute the agenda. The principal should not remove items from the agenda.

One of the items on the first agenda should be to decide the number of votes it will take to recommend a teacher for Peer Assistance and Review (PAR). The ABC decides if referral will require a unanimous or majority vote, then adopts this voting rule for the year.

After the meeting, the minutes/chairperson's report are typed and distributed to the staff. The principal should not edit the chairperson's report. If a concern reappears in subsequent ABC meetings, it should be noted. Copies of agendas and minutes should be sent to CEA Vice President Sally Oldham by school mail or by email to soldham@ceaohio.org.

Need help with routine legal matters?

The law firm of Cloppert, Sauter, Latanick and Washburn provides CEA members with a legal services plan featuring reduced rates for those personal matters requiring a lawyer—such as developing an estate plan, resolving domestic matters and dealing with traffic violations.

There is a plan to suit your needs. The Basic Plan (now known as the OEA/NEA Attorney Referral Program) is provided for every active member. When you become a member of the CEA bargaining unit, you automatically receive, at a reduced rate, legal assistance with matters in five areas: real estate, wills and estates, domestic relations, consumer protection and traffic matters.

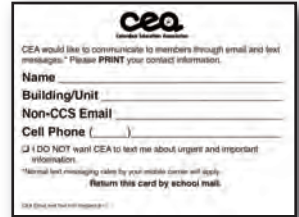
For an additional charge, the Comprehensive Plan pro-

vides more extensive coverage for matters such as document review or legal representation for a personal injury. And the best thing is that your entire, immediate family is eligible.

Call 461-4455 and ask for a consultation. As a CEA member, you automatically receive four free half-hour meetings to discuss any legal matter except income tax preparation. To enroll in the Comprehensive Plan, call CEA at 253-4731.

Don't be the last to know

We often need to reach you with news of events, rallies, meetings and contract information. We send text messages, emails and sometimes call you. Don't be left out of the loop. Fill out your CEA contact card when you receive it. We do not share this information with anyone except CEA leaders and staff.



CEA would like to communicate to members through email and text messages. Please PRINT your contact information.

Name _____
 Building/Unit _____
 Non-CCS Email _____
 Cell Phone (____) _____

I DO NOT want CEA to text me about urgent and important information.
*Normal text messaging rates by your mobile carrier will apply. Return this card by school mail.

Buy a red CEA Solidarity T-shirt

Wear red on Thursdays to show our solidarity until we prevail in the November election. You can buy yours for \$6 (cash only) at the CEA office located at 929 E. Broad Street, Monday–Friday from 9–5 p.m.



Check and change

The deadline for voter registration is October 11. Now is the time to check your voter registration and make changes if your information on file is not accurate. To check your registration status, go to <http://1.usa.gov/nnjMUw>.

- ✓ Check to make sure your name and address are current.
- ✓ Change your name if it is different from the last time you voted.
- ✓ Change your address if you moved since the last time you voted.

The form for changing your name and address is the same as the voter registration form. You can get that form at <http://1.usa.gov/neNjie>. You must mail in or hand deliver the completed form. (See the locations listed in the link.) Ohio does not have online registration.

Remember: Click, check, correct and mail or deliver your form. Mark your calendar: Election Day is Tuesday, Nov. 8.

Special notes

- The **CEA Fall Fling** is **Friday, Sept. 23**, at the **Hilton Columbus at Easton**. The fun and festivities will **begin at 4 p.m.** and end at 8 p.m. Food and soft drinks are free. Beer and wine cost \$2 per drink. There will be door prizes, music and dancing. Admission is free. We hope to see you at the Fling.
- Join the Sick Leave Bank. Donate two days** to the bank and **borrow ten** if you run out. Download a form at <http://bit.ly/q1hhmd>. Return the completed form to the **CCS Treasurer's Office by Friday, Sept. 30**.
- All FRs should plan to attend the first CEA Legislative Assembly** at 4:30 p.m. on Thursday, Sept. 15, at the Confluence Park Restaurant. Please *RSVP* to Judy Nelson at the CEA office by calling 253-4731.

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

