

Salaries for this School Year

The following is the salary schedule for teachers and certificated personnel for 2024–2025. This salary schedule reflects a 4 percent 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 at the beginning of the 2024–2025 school year, teachers and school nurses possessing a valid school nurse certificate shall be paid in accordance with the following:

Steps/ Years Experience	Pre-Licence 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	40,882	51,294	52,780	56,884	57,961	61,671
1	40,882	51,294	52,780	58,014	59,141	62,926
2	42,523	53,346	54,884	59,141	60,321	64,181
3	44,214	55,500	57,089	61,501	62,733	66,746
4	46,010	57,707	59,347	63,964	65,195	69,366
5	47,806	60,013	61,758	66,528	67,808	72,149
6	49,755	62,423	64,220	69,195	70,529	75,042
7	49,755	64,886	66,784	71,963	73,350	78,043
8	49,755	67,502	69,450	74,836	76,324	81,208
9	49,755	70,222	72,220	77,812	79,350	84,428
10	49,755	72,990	75,094	80,940	82,529	87,812
11	49,755	75,914	78,118	84,172	85,812	91,305
12	49,755	78,992	81,249	87,558	89,249	94,961
13	49,755	82,120	84,480	91,044	92,840	98,782
14	49,755	85,404	87,865	94,688	96,532	102,710
15	49,755	88,840	91,403	98,613	100,563	106,990
16	49,755	89,057	91,622	98,962	100,910	107,339
17	49,755	89,276	91,841	99,180	101,129	107,556
18	49,755	89,276	91,841	99,180	101,129	107,556
19	49,755	90,264	92,827	100,166	102,117	108,544
20	49,755	91,248	93,813	101,153	103,103	109,530
21	49,755	91,248	93,813	101,153	103,103	109,530
22	49,755	91,248	93,813	101,153	103,103	109,530
23	49,755	92,761	95,327	102,666	104,617	111,044
24	49,755	94,277	96,842	104,180	106,131	112,558
25	49,755	94,277	96,842	104,180	106,131	112,558
26	49,755	94,277	96,842	104,180	106,131	112,558
27	49,755	96,369	98,934	106,275	108,225	114,652
28	49,755	98,463	101,026	108,367	110,317	116,744
29	49,755	98,463	101,026	108,367	110,317	116,744
30	49,755	100,653	103,216	110,558	112,509	118,935
31	49,755	102,843	105,408	112,747	114,696	121,124

903 Supplemental Hourly Rate

Effective the first teacher work day of the 2024–2025 school year, the rate of pay for Board authorized supplemental services provided by members of the bargaining unit shall be \$40.14 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, 2024:

Years of Experience	Hourly Rate
0, 1 or 2	\$43.82
3	44.63
4 or 5	45.46
6	46.28
7 or more	47.12

1010 Tutor Hourly Rate

Tutors shall be paid in accordance with the following rates effective the first teacher work day of the 2024–2025 school year:

Years of Experience	Hourly Rate
0, 1 or 2	\$40.14
3, 4 or 5	41.52
6, 7 or 8	42.97
9 or more	44.40

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, 2024	\$40.14

Union Family,

Welcome back to the 2024–2025 school year. I hope everyone is rested and ready to start the year. The CEA office was very busy this summer. We filed a lawsuit against the District for the illegal way they laid off many of our building substitutes. We fielded numerous complaints about stipends and mileage, not being paid on time, leave of absence issues, positions not being posted or filled, along with many TOSAs being transferred back into classrooms. CEA members and many folks from the community attended the Board of Education Meetings in June to ask the District to "press pause" and have meaningful engagement around school closure and the realignment of programs. We are grateful the board decided to listen and pause the decision for now.


This year, your union office is already preparing for contract negotiations which begin in the Spring. We ask that everyone in the Bargaining Unit join CEA. CEA will be kicking off its **100 Percent Union** campaign this fall. Membership matters. The CEA office relies on your generosity to do the work. We know our strength is in numbers and standing in Solidarity with one another. You need to only look at the past contract campaign and some of the historic things won such as paid parental leave, smaller class sizes, HVAC, etc.

Be on the lookout for key events and dates in the *CEA Voice*. Time moves quickly once we are back in school. Soon, CEA will be sending bargaining surveys asking members to join the bargaining team and get involved in contract campaign events such as joining the Membership Action Team (MAT). The CEA office will continue to keep members informed about the bargaining process. To do so, make sure your personal email is on file with us. It is our intention to make sure members make decisions about bargaining based on facts and not fear. We should never be afraid to use all our bargaining tools. So, I ask that you spend time reading the weekly *CEA Voice* and visiting www.ceaohio.org to stay informed about your profession and your union.

In addition, elections are upon us. They matter. Take the time to educate yourself on the candidates and the issues. Attacks on public education are real. Politicians decide every minute of your workday. We can roll back anti public education attacks by voting for candidates that support our profession. Stay tuned for more information on how you can help get pro education candidates elected.

Finally, we all know teaching is stressful. Take time for yourself and your family. When things get stressful your CEA Union family is here to help. You are always welcome to call me or anybody at the CEA office.

In Solidarity,


 John Coneglio

Now Forming: 2024-2025 Bargaining Team

Our current *Master Agreement* is set to expire in August 2025. The first step for the next round of negotiations is to form a Bargaining Team. We are looking to create a diverse team of CEA members representing the various experience levels within our bargaining unit.

As a representative of the bargaining team, you will have the opportunity to work as part of a large team of dedicated members. As part of the team, your responsibilities will include:

- Identifying the current needs of teachers

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The CEA Master Agreement is set to expire in fewer than 365 days.

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 bit.ly/3yBTmuh.

Building/Unit Administrator	Statement of Grievance	Relief Requested	Disposition
Cassady ES Amber Hall	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Cassady ES, Amber Hall, ...	That the principal apologize in writing to the grievant, that the principal does not subject the grievant to repeated and/or extreme verbal abuse in the...	Awaiting Step 2 hearing.
CCS Administration	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, or misapplied provisions of the...	The grievant shall be made whole in every way, including but not limited to the following; allow the teacher to use supplemental materials as described...	Awaiting Step 2 Grievance Hearing.
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 remove all references to the Written Repimand...	Board of Governors voted to approve moving the issue to...
Buckeye MS Jodie Emerson	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Buckeye MS, Jodie...	That the grievants shall be made whole in every way, including, but not limited to the following: that principal provide appropriate...	Step 1 hearing held. Awaiting response.
Linden-McKinley HS Dr. Michael McCrory	The CEA/Board Agreement was violated, misinterpreted and/or misapplied when the principal of Linden McKinley HS,...	That the grievants shall be made whole in every way, including, but not limited to the following: that the principal award the LMHS Head...	Settlement Agreement signed.
CCS Administration	Columbus City Schools Board of Education and/or its 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, the Written Reprimand issued on May 8, 2024, shall...	Requested to be filed at Step 2.
Independence HS Donis Toler Jr.	Donis Toler Jr., acting in his capacity as agent of the Board, 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 restore grievant to the...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master...	Grievants shall be made whole in every way, including but not limited to the following; All eligible CEA bargaining unit members shall...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the Building Substitute Working...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: All letters of reassignment issued...	Settlement Agreement signed.
CCS Administration	On or about June 27, 2024, Executive Director of Labor Management and Employee Relations John Dean, acting in his...	Grievants shall be made whole in every way, including but not limited to: The BOARD shall immediately implement all programs/initiatives...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the Building Substitute Working...	Affected bargaining unit members shall be made whole in every way, including but not limited to the following: All letters of reassignment...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master...	Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA-CCS Master...	Grievants shall be made whole in every way, including but not limited to the following: All eligible CEA bargaining unit members shall...	Filed at Step 2.
CCS Administration	The Board and/or its agents violated, misinterpreted, and/or misapplied 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...	Filed at Step 2.
CCS Administration	The BOARD violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement...	The Board shall immediately notify accepted applicants in writing and shall cease and desist from violating provisions, inclusive of negotiated...	Filed at Step 2.
CCS Administration	The BOARD violated, misinterpreted, and/or misapplied provisions of the 2022-2025 CEA/CCS Master Agreement...	The Board shall immediately notify accepted applicants in writing and shall cease and desist from violating provisions, inclusive of negotiated...	Filed at Step 2.
Whetstone HS Janet Routzong	The Columbus City Schools Board of Education and/or its agents violated, misinterpreted, and/or misapplied provisions...	Grievant shall be made whole in every way including but not limited to the following: That the grievant be paid in full for supplemental wages...	Denied at Step 2. BOG voted to approve filing arbitration.
Africentric Early College HS Sherrie Williams	Sherrie Williams, acting in her capacity as agent of the Board, 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 restore agreement to the...	Grievance denied at Step 1. No violation of the Contract occurred.
Africentric Early College HS Sherrie Williams	Sherrie Williams, acting in her capacity as agent of the Board, violated, misinterpreted, and/or misapplied provisions of the...	Grievance shall be made whole and everywhere, including, but not limited to the following: The board shall immediately restore agreement to the...	Grievance denied at Step 1. No violation of the Contract...

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- Communicating and disseminating information to our members
- Serving as a liaison to keep members updated throughout the year
- Attending bargaining related meetings and trainings

Interested applicants should send a cover letter highlighting your interests and qualifications along with a resume to:

Teri Mullins, CEA Bargaining Chairperson, CEA Office, Route 2

All cover letters/resumes need to be submitted by Monday, Sept. 30, 2025. The selective interviewing process will run from Oct. 1-18, via zoom, to select Bargaining Team Members.

Join the Sick Leave Bank

The *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 Monday, 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. Please note that 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.

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.

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.

Save the Date: CEA's First Legislative Assembly at The Boathouse

Attention: All Faculty Representatives, attend the **CEA Legislative Assembly on Thursday, Sept. 12. The meeting begins at 4:30 p.m.** Dinner will be served at the conclusion of the meeting. Your new **Faculty Representative Notebook** will be available for you when you register. (*FR Notebooks are one per building/unit.*)

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