



**cea**

Columbus Education Association

**Addendum  
to the  
Master  
Agreement  
2008–2009**

Dear Member:

This recent round of negotiations resulted in a successful agreement that was approved by vote of our membership on March 3, 2008. We were able to reach a short-term agreement that will provide us stability throughout the approaching levy process.

With more than fifty representatives, we had the largest CEA bargaining team in our history. Still, they worked well together during communications trainings and critical discussion forums. They readily assumed responsibility for their key role in the process. A response was formulated and completed swiftly. This allowed us the opportunity to secure a contract extension.

This agreement has bought some limited time. This addendum represents a period of security for the approaching months. During this time, we intend to keep the current bargaining team intact and continue more extensive training in communications that will provide a needed, additional link to our membership.

More than one-half of our team were first-time members and represented the diversity and the wide range of teaching experiences existing across the district. Their names can be found on page 2 of this addendum.

I would like to thank all of the members who participated in the negotiations process.

Sincerely,



Rhonda Johnson, President  
Columbus Education Association

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## Bargaining Team Members

Karen Andermills	Renée Kelley
Christine Ault	Mary Kennett
Donna Baker	Daniel Lee
Michael Barnes	Robin Lucas
Mikasa Barton	Jennifer Martin
Jimmie Beall	Deborah McCoy
Scott Buckley	Andy Merritt
Daniel Burke	Vern Miller
Bob Chestnut	Terri Mullins
Cheryl Cooper	Alice Munnerlyn
Kriston Crombie	Ezetta Murray
Gerry Curran	Diane Norman
Joan Cutright Baker	Brad Oglesby
Maggie Davis	Jenny Plemel
Claudia Eschelbach	Jeffrey Poulton
Jan Fleming	Mary Jane Quick
Anne Gibson	Dale Rucker
Charlene Gomer	Jay Sanchez
Greg Goodlander	Jennifer Sangaré
Susan Guisinger	Mary Ann Shrum
Cheryl Gulling	Denise Sizemore
Mary Hatem	Bashiel Smith
Alexander Hernandez	Deborah Starr
Cindy Jamison	Beth Stevenson
Robin Jeffries	Amy Tichy
Brian Johnson	Diana Turner
Jeanette Johnson	Chris Weatherholtz

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## Core Team

Rick Logan	Chief Negotiator
Deborah Huffman-Mirib	Chairperson
Rhonda Johnson	President
Carol Wagner	Recorder
Phil Hayes	Member
Tracey Johnson	Member
Robin Lucas	Member



Columbus Education Association

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**Chapter 100**  
UNCHANGED

**Chapter 200**  
UNCHANGED

**Chapter 300**  
UNCHANGED

**Chapter 400**  
UNCHANGED

**Chapter 500**  
UNCHANGED

**Chapter 600**  
UNCHANGED

**Chapter 700**  
UNCHANGED

**Chapter 800**  
UNCHANGED

*There are only a few changes in language in this round of bargaining. Only those articles in which changes were made are shown. The printing of this contract supplement in lieu of an entire contract booklet will save thousands of your Association dollars. Use this supplement in conjunction with the 2005–2008 blue contract book now in your possession. An online version of the contract and the addendum is available on our Web site at [www.ceahio.org](http://www.ceahio.org).*

## Chapter 900

**UNCHANGED** (except for salaries in Sections 902.11–902.16 and hourly rates in Article 903 and Section 904.01)

### Article 902

#### Teacher Salary Schedules

**902.11** Effective August 25, 2008, Teachers and School Nurses possessing a valid School Nurse certificate, shall be paid in accordance with the following:

Years Experience	Pre-License Bachelor's Degree	Bachelor's Degree	150 Hours and Bachelor's Degree	Master's Degree	Master's Degree Plus 30 Semester Hours
0	30,045	37,698	38,790	41,807	42,599
1	31,252	39,207	40,337	43,466	44,333
2	32,496	40,789	41,958	45,200	46,105
3	33,815	42,410	43,617	47,009	47,914
4	35,135	44,107	45,388	48,894	49,837
5	36,567	45,878	47,198	50,855	51,835
6		47,688	49,083	52,890	53,908
7		49,611	51,043	55,001	56,095
8		51,609	53,079	57,188	58,319
9		53,644	55,190	59,487	60,656
10		55,793	57,414	61,862	63,069
11		58,055	59,714	64,350	65,595
12		60,354	62,089	66,914	68,233
13		62,767	64,577	69,591	70,948
14		65,293	67,178	72,380	73,813

**902.12** Teachers and School Nurses with a minimum of nineteen (19) and less than twenty-three (23) years of teaching experience, as credited by the Columbus City Schools for salary purposes, shall have One thousand four-hundred forty-four dollars (\$1,444) added to the salary provided in 902.11 above.

**902.13** Teachers and School Nurses with a minimum of twenty-three (23) and less than twenty-seven (27) years of teaching experience, as credited by the Columbus Public Schools for salary purposes, shall have Three thousand six-hundred sixty dollars

(\$3,660) added to the salary provided in 902.11 above.

**902.14** Teachers and School Nurses with twenty-seven (27) and less than thirty (30) years of teaching experience, as credited by the Columbus Public Schools for salary purposes, shall have Six thousand seven-hundred twenty-three dollars (\$6,723) added to the salary provided in 902.11 above.

**902.15** Teachers and School Nurses with thirty (30) or more years of teaching experience, as credited by the Columbus Public Schools for salary purposes, shall have Nine thousand nine hundred twenty-eight dollars (\$9,928) added to the salary provided in 902.11 above.

**902.16** Teachers and School Nurses with fifteen (15) or more years of teaching experience, as credited by the Columbus Public Schools for salary purposes, and who are in the Master's Degree, Master's Degree Plus 30 semester hours, or Ph.D. track shall have Two hundred dollars (\$200) added to the salary provided in 902.11 above.

## **Article 903**

### **Supplemental Hourly Rate**

Except as provided elsewhere in this Agreement for specific supplemental services, effective August 25, 2008, the rate of pay for Board-authorized supplemental services provided by members of the bargaining unit shall be \$29.50 per hour.

## **Article 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 at the beginning of the pay period in which August 1, 2008, occurs:

<u>Years of Experience</u>	<u>Hourly Rate</u>
0, 1 or 2	\$32.21
3, 4 or 5	33.40
6 or more	34.63

## Chapter 1000

UNCHANGED (except for Art. 1010 as to hourly rate)

### Article 1010

#### Hourly Rate

Tutors shall be paid in accordance with the following rates:

A. Effective August 25, 2008:

<u>Years of Experience</u>	<u>Hourly Rate</u>
0, 1 or 2	\$29.50
3, 4 or 5	30.53
6, 7 or 8	31.59
9 or more	32.64

## Chapter 1100

UNCHANGED (except for Section 1105.01 as to hourly rate)

### Article 1105

#### Wages

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:

<u>Effective Date</u>	<u>Hourly Rate</u>
August 25, 2008	\$29.50

## Chapter 1200

UNCHANGED

## Chapter 1300





(Art. 1307 and 1308 on School Calendar for 2008-09 and Art. 1309 on payroll and deduction schedule for 2008–09 to be mutually agreed upon)

### Article 1307

## Columbus Public Schools 2008–2009 School Calendar

School Month	M	T	W	T	F	Holidays in School Year	Prof. Mtgs. & Records Day	Teacher-Parent Conference	Days of No School	No. of Days School Open
Aug 25– Sept. 19	△ ①	△ 2	27	28	29	1	2			
First	15	16	17	18	19					17
Sept. 22– Oct. 17	22	23	24	25	26					
Second	29	30	1	2	3		1			19
Oct. 20– Nov. 14	6	7	8	9	10					
Third	13	14	15	16	△ 17					20
Nov. 17– Dec. 12	17	18	19	20	21	1		1	1	
Fourth	24	25	②⑥	②⑦	②⑧					17
Dec. 15– Jan. 16	1	2	3	4	5					
	8	9	10	11	12					17
Dec. 15– Jan. 16	15	16	17	18	19*		(*Winter recess - Dec. 20–Jan. 4 inclusive)			
	5	6	7	8	9					15
	12	13	14	15	16					15
<b>Total</b>	<b>(First Semester)</b>					<b>2</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>89</b>
Fifth	①⑨	20	21	22	23	1				4
Jan. 26– Feb. 20	26	27	28	29	30					
Sixth	2	3	4	5	6					
Feb. 23– Mar. 20	9	10	11	12	13					
Seventh	①⑥	17	18	19	20			1		19
Mar. 23– Apr. 17	23	24	25	26	27					
Eighth	2	3	4	5	6					
Apr. 20– May 15	9	10	11	12	13					
Ninth	16	17	18	19	20					20
May 18– June 5	23	24	25	26	27					
Tenth	30	31	1	2	3					
	6	7	8	9*	⑩				1	
	⑬	⑭	⑮	⑯	⑰				5	14
Apr. 20– May 15	20	21	22	23	24					
	27	28	29	30	1					
	4	5	6	7	8					
	11	12	13	14	15					20
May 18– June 5	18	19	20	21	22					
	⑳	26	27	28	29	1				
	1	2	3	4	△ 5		1			13
<b>Total</b>	<b>(Second Semester)</b>					<b>2</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>90</b>
<b>TOTAL</b>	<b>(Both Semesters)</b>					<b>4</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>180</b>
	<b>(Teacher Contract Year)</b>									<b>195</b>

Symbols:

-  Holiday
-  Professional Meeting/Records Day (pupils not in attendance)
-  Days of No School
-  Parent Conference Day

By majority vote of full-time teachers assigned to a building, with the concurrence of the building principal, the date(s) and schedule for Parent-Teacher Conferences may deviate from this schedule (with an equal total amount of time). If so, all teachers in that building must comply with selected schedule and date(s). Once the schedule has been determined, that practice shall continue until changed by majority vote with concurrence of the principal.



\*Schools will close 1/2 hour early. Members of the bargaining unit assigned to school buildings shall be permitted to leave immediately following pupil dismissal. All other members of the bargaining unit shall be dismissed one hour early. Early dismissal shall not be a reason for reduction in compensation.

**NOTE:** August 25 and August 26 shall be used for staff meetings and preparation for the initiation of the new school year and the new semester. October 17 is set aside as a day when each school principal and staff may plan for a staff development activity. Staff members would have an opportunity to plan, confer, consult or interact as a means of establishing an improved school atmosphere. Individual staff members are free, however, to attend the Capital Day rather than their own school staff function if they so choose. In schools where no staff development program is planned, the individual staff member must choose to participate in a staff development activity at the local building or some other designated place, approved by the principal, or to attend the Capital Day.

**Article 1308**  
**2008–2009 School Calendar**

**First Semester**

Begins .....	Aug. 25, 2008
Professional Meeting .....	Aug. 25, 2008
Professional Meeting .....	Aug. 26, 2008
Students Report .....	Aug. 27, 2008
Kindergarten Orientation .....	Aug. 27–29, 2008
Labor Day .....	Sept. 1, 2008
Capital Day .....	Oct. 17, 2008
Parent Conference Day .....	Nov. 26, 2008
Thanksgiving Holiday .....	Nov. 27, 2008
Thanksgiving Friday .....	Nov. 28, 2008
Schools Close ½ hour early .....	Dec. 19, 2008
Winter Recess .....	Sat., Dec. 20, 2008–Sun., Jan. 4, 2009
School Resumes .....	Jan. 5, 2009
First Semester Ends .....	Jan. 16, 2009

**Second Semester**

Martin Luther King Day .....	Jan. 19, 2009
Begins .....	Jan. 19, 2009
Parent Conference Day .....	Feb. 16, 2009
Schools close ½ hour early .....	Apr. 9, 2009
Spring Recess .....	Fri., April 10–Sun., Apr. 19, 2009
School Resumes .....	Apr. 20, 2009
Memorial Day .....	May 25, 2009
Last Day Student Attendance .....	June 4, 2009
Records Day .....	June 5, 2009
Second Semester Ends .....	June 5, 2009

**Pay for Days Schools Are Not In Session**

Aug. 25, 2008 .....	Professional Meeting
Aug. 26, 2008 .....	Professional Meeting
Sept. 1, 2008 .....	Labor Day
Oct. 17, 2008 .....	Capital Day
Nov. 27, 2008 .....	Thanksgiving Holiday
Nov. 28, 2008 .....	Thanksgiving Recess
Jan. 19, 2009 .....	Martin Luther King Day
Apr. 10, 2009 .....	Spring Recess
Apr. 13, 2009 .....	Spring Recess
Apr. 14, 2009 .....	Spring Recess
Apr. 15, 2009 .....	Spring Recess
Apr. 16, 2009 .....	Spring Recess
Apr. 17, 2009 .....	Spring Recess
May 25, 2009 .....	Memorial Day
June 5, 2009 .....	Records Day

# Article 1309

## 2008–2009 Bi-weekly Payroll and Deduction Schedule for Certificated A and B Plan Employees

Reporting Periods		Pay Dates		Deductions & Entitlements											
From	Through	Plan A	Plan B	Insurance, Annuities, TBS, OTTA & Bonds		Month of Insurance Coverage	Organizational Dues		Agency Fees		Charities*				
				A	B		A	B	A	B	A	B			
Aug. 16	Aug. 29	Sept. 12	Sept. 12	1	1										
Aug. 30	Sept. 12	Sept. 26	Sept. 26	2	2	October									
Sept. 13	Sept. 26	Oct. 10	Oct. 10	3	3		1	1							
Sept. 27	Oct. 10	Oct. 24	Oct. 24	4	4	November	2	2							
Oct. 11	Oct. 24	Nov. 7	Nov. 7	5	5		3	3							
Oct. 25	Nov. 7	Nov. 21	Nov. 21	6	6	December	4	4			1	1			
Nov. 8	Nov. 21	Dec. 5	Dec. 5	7	7	January	5	5			2	2			
Nov. 22	Dec. 5	Dec. 19	Dec. 19	8	8		6	6			3	3			
Dec. 6	Dec. 19	Jan. 2	Jan. 2	9	9	February	7	7			4	4			
Dec. 20	Jan. 2	Jan. 16	Jan. 16	10	10		8	8	1	1	5	5			
Jan. 3	Jan. 16	Jan. 30	Jan. 30	11	11	March	9	9	2	2	6	6			
Jan. 17	Jan. 30	Feb. 13	Feb. 13	12	12		10	10	3	3	7	7			
Jan. 31	Feb. 13	Feb. 27	Feb. 27	13	13	April	11	11	4	4	8	8			
Feb. 14	Feb. 27	Mar. 13	Mar. 13	14	14	May	12	12	5	5	9	9			
Feb. 28	Mar. 13	Mar. 27	Mar. 27	15	15		13	13	6	6	10	10			

Mar. 14	Mar. 27	Apr. 10	(C)	Apr. 10	16 16	June	14 14	7 7	11 11
Mar. 28	Apr. 10	Apr. 24		Apr. 24	17 17		15 15	8 8	12 12
Apr. 11	Apr. 24	May 8		May 8	18 18	July	16 16	9 9	13 13
Apr. 25	May 8	May 22		May 22	19 19		17 17	10 10	14 14
May 9	May 22	June 5		June 5	20 20	August	18 18	11 11	15 15
May 23	June 5	June 19	(B)	June 19	21 21	September	19 19	12 12	16 16
June 6	June 19	-	(B)	July 3	22		20		17
June 20	July 3	-	(B)	July 17	23		21		18
July 4	July 17	-	(B)	July 31	24		22		19
July 18	July 31	-	(B)	Aug. 14	25		23		20
Aug. 1	Aug. 14	-	(B)	Aug. 28	26		24		

\* Charities: United Way, UNCF and I Know I Can

(A) Tutors will receive their first pay on September 26, 2008. Deductions for insurance and annuities will be made from the 20 scheduled pays that remain.

(B) Statements will be sent to home addresses.

(C) Statements will be sent to check locations on April 9, 2009.

NOTE: The open period for pay plan changes will end August 29, 2008. The pay plan change form must be received in the Treasurer's Office by 5 p.m., August 29, 2008. The teacher pay plan change form is available in the schools, from the payroll office or on the CCS Intranet.

**Chapter 1400**  
**UNCHANGED**

**Chapter 1500**

**UNCHANGED** (except to change Art. 1503 on  
Duration of Agreement)

**Article 1503**  
**Duration of Agreement**

This Agreement supersedes the Agreement which expired on August 24, 2008, and any amendments to such Agreement. This Agreement shall become effective at 12:01 a.m. on the day after it has been approved by action of the Board of Education, and shall continue in full force and effect until midnight, August 30, 2009. The terms of this Agreement are prospective only, except for salary and wage increases, which shall become effective as specified in particular Articles and Sections.

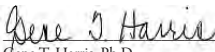
In witness whereof, the parties have caused this Agreement to be executed on the day and year first mentioned above.

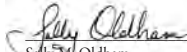
Board of Education  
of the Columbus City  
School District  
by

The Columbus  
Education Association  
by

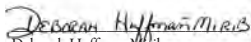
  
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Terry Boyd  
President

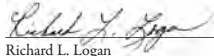
  
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Rhonda Johnson  
President

  
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Gene T. Harris, Ph.D.  
Superintendent

  
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Sally M. Oldham  
CEA Vice President

  
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Gregory B. Scott  
Chief Negotiator

  
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Deborah Huffman-Mirib  
Chairperson

  
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