

The Voice

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Columbus Education Association

March 31, 2008

CEA subject of smear campaign

On Mar. 11, the Columbus Education Association found itself on the hit list of a nationwide smear campaign against teachers' unions. The attack comes from The Center for Union Facts (CUF), an anti-labor organization exposed as a front group for the National Chamber of Commerce.

At the center of the campaign lies Rick Berman, a long-time Washington lawyer and lobbyist. His communications firm has waged PR campaigns against common-sense issues such as minimum-wage legislation, universal health care, bans on smoking and tighter anti-drunk driving legislation. Groups such as the American Medical Association and Mothers Against Drunk Driving have also found themselves targets of his firm's efforts.

The point of contention is the performance of CCS teachers: not enough teachers have been fired by Columbus City Schools since the beginning of the 2003–2004 school year to satisfy the CUF. The group further states that CEA makes it impossible to fire bad teachers.

"The Peer Assistance and Review (PAR) Program allows us to police our own," counters CEA President Rhonda Johnson. "Columbus prides itself in making sure that every child has a competent, caring, highly-qualified and quality teacher."

In operation for more than 20 years, the most recently published statistics of PAR indicate that 89 percent of first-year teachers were evaluated out of the program successfully between the 1986–1987 and 2005–2006 school years. Of the teachers who were referred to the PAR Program for intervention, 40 percent were successfully released.

"I found it highly ironic that on the day this smear campaign began," said Johnson, "the PAR Panel met to consider whether to make a recommendation to the Superintendent to non-renew four intern teachers and to receive reports on three experienced teachers whose PAR consulting teachers have grave concerns about their classroom performance."

Article 211

Round 1 postings will open on Monday, Mar. 31, and will close on Friday, Apr. 4. Interviews for those postings will commence on Thursday, Apr. 3, and conclude on Friday, Apr. 11.

This annual process contains a number of carefully negotiated procedures and protections that are meant to eliminate any discrepancies or missteps.

Take time to review the contract language found in Article 211, beginning on p. 28 of the contract. It must be strictly followed. Here are the basics:

To apply, submit a cover letter and your resumé. As you apply, remember these key points:

- ▶ Interview panels must grant interviews to the two most senior applicants for each position.
- ▶ The contract defines that positions filled through the job fair after two years in the position, or by assignment from Human Resources, are subject to automatic staff reduction.
- ▶ The staff reduction process is completely separate from the layoff process. Staff reduction is an involuntary transfer within the system dictated by enrollment and program changes. Staff-reduced teachers still have positions in the district.
- ▶ As yet, layoffs have not yet been announced. Specific information about layoffs is premature and speculative, since there always is anticipated movement due to retirements and resignations.

If you have any questions, call CEA. The complete 211 calendar and manual are available at ceaohio.org/newsPage.aspx?artID=302.

Johnson and Oldham re-elected

Rhonda Johnson and Sally Oldham are once again the association's top officers. Both ran unopposed.

Johnson remains CEA president. "I am honored to serve," she said. "My top priorities are negotiating in good faith, working in partnership with CEA members and with the school administration, while enforcing the contract. Our main goal is to maintain teacher quality."

Oldham, CEA vice president, thanked her election team, emphasizing that, "ensuring discipline and safety in the schools and providing a voice to all members," is the main part of her mission.

CEA's top goals right now are helping to pass the CCS levy to restore the school day, negotiate a new contract, increase CEA visibility in buildings, add more professional development, increase parental involvement, support teachers to help students achieve and keep the union strong.



Johnson



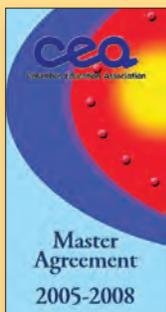
Oldham

Participation

CEA prides itself on creating opportunities for members to be involved. We are a solid democratic organization. Voting for CEA leaders and delegates to the OEA and NEA Representative Assemblies concluded across the district. Another example of the democratic process is our mass meeting.

On Mar. 3, we held a membership meeting. However, attendance was troubling. Less than one-fourth of our membership was in attendance. The union needs everyone to be involved. Our members are the key to our strength.

At this last meeting, members ratified the one-year ex-



tension of our contract. This extension will allow us to concentrate on some of our most important work for the coming year. We will have a levy campaign coming up in the fall. All of us must get involved to ensure a victory.

After the levy effort, we will turn once again to putting together a new long-term contract. This process will be our opportunity to address the many issues that must be dealt with to improve the school district. Everyone must be involved. Those who take an active stand determine the future of the district.

Participation is always the key and the foundation for success. It stands firmly on the energy and will of all our members. When we stand together, we cannot be blocked from accomplishing great things.

Congratulations to all who won the spring election

The Association would like to thank the members who participated in the recent CEA elections.

The results in uncontested races are as follows: District 1 Governor, Greg Goodlander; District 4 Governor, Dwayne Zimmerman; District 8 Governor, Alice Munnerlyn; and District 11 Governor, Bonita Agnew. District 5 Governor Christy Maser was elected with 129 votes (challenger Jennifer Meade received 59 votes).

The results for the election of the delegates to this year's NEA Representative Assembly are listed below in the order of the most votes received: **Local delegates:** Dean Fowls, Greg Mild, Barbara Flu-Allen,* Ezetta Murray, Judy Wright, Bob Hern, Tracey Johnson,* Vern Miller, Michele Mays, Dale Rucker, Susan McCoy, Lori Cannon,* Deb Starr, Dwayne Zimmerman,* and J. Sanchez. **State delegates:** JoAnnette Byas-Marston, Kenya Davis, Mary Kennett and Deborah Huffman-Mirib. **Top ten alternates:** Michelle Stasa, Cindy Love, Carla Robinson, Katie McCann, John Coneglio, Rita Hinz, Andy Merritt, Maggie Burnes, Byrd Prillerman and Stephanie Zimmerman.

All members who ran for OEA Delegate will either be delegates or alternates. Between 90–100 delegates are allocated. We will know our exact allocation after the final membership count in August.

The following list is in order of the most votes received: Dean Fowls, Greg Mild, Ezetta Murray, Barbara Flu-Allen,* Judy Wright, Michele Mays, Bob Hern, Mickie Sebenoler, Tracey Johnson,* Vern Miller, Bev Carter, Dale Rucker, Susan McCoy, Kenya Davis, Deborah Huffman-Mirib, Mary Kennett, John Coneglio, Deb Starr, Lori Cannon, Dwayne Zimmerman,* Cindy Love, Michelle Stasa, Diane Barnes, Alice Munnerlyn,* Carla Robinson, Christy Maser,* Katie McCann, JoAnnette Byas-Marston, Ann Aeschbury, J. Sanchez, Beth Masters, Chad Wilkins, Greg Goodlander,* Rita Hinz, Maggie Burnes, Robin Jeffries,* Jenny Plemel, Andrew Merritt, Ernestine Creasy, Teri Mullins, Ann Ventling, Byrd Prillerman, Kassie Hurley-Hook, Claudia Eschelbach, Kari Pietrangelo, Georgia O'Hara, Stephanie Zimmerman, Dianne Stickel, Rosie Perry, Mildred Thomas, James McShane, Deborah McCoy, Diana Turner, Annette Shaw, Cathy Williams, Mary Barber, Kona Kirkbride, Jeannette Johnson, Becky Coyne, Charlene Gomer, Kriston Crombie, Robin Lucas, Jimmie Beall, Mary Hatem, Nancy Wolfe, Renee Grigalunas, Paula Hughes, John Vincent, Cynthia Williams, Christy Van Aman, Joseph Wyckoff, Gerry Curran, Vivian King, Beth Stevenson, Michele West, Thearesa Coursey-Conrad, Lisa Giles, Jason Rawls, Dawn Streitenberger, Jayne Wolford, Mary Briley, Jane Holden, Lisa Raymond-Straughter, Katherine Oberlander, Andrew Weibel, Samuel Scillia, Tiffani Cargle, Shana Ivory, Karen McMichael, Jocelyn Calhoun, John Dass, Stephanie Barrows, Karen Andermills and John Hank.

Congratulations to those who ran for an open position.

*Automatic delegates by virtue of office

Legislative Update

Rep. Ted Celeste (D-Grandview, Upper Arlington, and Columbus) has heard the voice of CEA members and responded to our opposition to **HB 423**. He has written to some of our members, "I agree with your concerns and do not support this legislation." He continues by stating that he will urge his colleagues to defeat this bill. Again, House Bill 423 would limit who receives a stipend for NBCT and greatly limit collective bargaining rights.

Rep. Celeste was endorsed by CEA and supported by funds from the Teachers for Better Schools in 2006.

To thank him for his opposition to HB 423, you can reach him at 644-6005.

If you are the victim of assault . . .

If you are a victim of a student assault, you should report the attack. This information should be reported to administration, as well as the police.

Unfortunately, teachers aren't always reporting when an assault occurs. It is essential that teachers follow through with the paperwork. That means completing the CCS Incident Report Form and filing criminal charges when assaulted. If these incidents are not part of a police report, they cannot be properly addressed; and unruly students can't receive appropriate assistance.

Follow these guidelines:

- 1 If you need immediate medical attention, get it.
- 2 Take pictures of visible injuries. You may be eligible for Assault Leave.
- 3 Refrain from making written or oral statements to district officials unless you are advised by legal counsel.
- 4 Immediately contact your administrator, your faculty representative and CEA with a verbal account of the incident.
- 5 Give your administrator a SCH-190. This step is extremely important.

You have the right to call the Columbus Police at 911 or 645-4545 yourself. You have the right to make a police report and file charges.

As soon as possible, write a detailed statement of the incident for your personal files. Keep all records of the incident.

Call CEA for assistance. It is our job to stay with you throughout the process.

CEA member re-elected to MidState Board

Barbara Flu-Allen has been re-elected to the board of the MidState Educators Credit Union. She has served on the board for eight years, and this term she will serve as secretary.

The credit union is open to all professional educators, including those who teach at the college level. The organization also gives scholarships to entering college freshmen.

Flu-Allen has served the education community in many ways. She has been on the CEA Board of Governors for more than 25 years. She has been active in many aspects of CEA, including developing negotiated initiatives such as the Employee Assistance Program. She has been teaching since 1979 and is currently a guidance counselor at East HS on Arcadia.

Special note

- Teachers may now apply online for **summer school** positions for elementary, middle and high school. The **online application** has a complete listing of positions, school locations and other information. Only certified teachers currently employed with CCS may apply. The deadline to apply is Apr. 24. Access the application by going to <http://cpsweb.columbus.k12.oh.us/summerschool>.