

The Voice

www.ceaohio.org

Volume XLI, No. 33

Columbus Education Association

April 26, 2011

Make them see red

Every Thursday, from now until the November election, we ask that you wear red. Thursday is the day of the week on which the Ohio Governor signed Senate Bill 5 making it law. Red is a strong, emotional color. We associate it with anger. It tells us to stop at traffic lights and at stop signs. Let's tell our legislators: "ENOUGH!" and show our solidarity in the fight to repeal this horrendous law.

Among other things, the law:

- * Eliminates automatic longevity pay increases in favor of a merit pay system for all public workers
- * Reduces the value of seniority in determining layoffs
- * Limits the issues that may be bargained
- * Requires a performance-pay system for teachers
- * Insists that bargaining continue to impasse over an unfair labor practice
- * Removes bargaining for insurance benefits, and requires all employees to pay at least 15 percent of the cost of the premiums

We now must work together to repeal S.B. 5. The clock is ticking. We have until July 5 to collect signatures from 3 percent of the number of Ohioans who voted in the 2010 governor's election. That's at least 231,149 valid signatures from at least 44 of Ohio's 88 counties.

Let's declare our dedication to this effort by wearing red each Thursday. Read your *Voice* each week to keep up with the latest activities to repeal Senate Bill 5.

Sign the petition now

We are in the midst of our campaign to repeal SB 5.

Members and other registered voters should come to the OEA building on Monday, Apr. 25, from 9 a.m.–4 p.m. and Saturday, Apr. 30, from 9 a.m.–12 p.m. to sign the referendum petition. It is critical that every single CEA member and members of their households sign this petition. We need to collect more than 231,149 valid signatures, and we need to begin in our own homes and in our own union.



Members will be contacted when petitions are available to circulate. Petitions will only be given to those members who received training on how to circulate them.

Members will be contacted when petitions are available to circulate. Petitions will only be given to those members who received training on how to circulate them.

Annual CEA Awards & Retirement Banquet

The annual CEA Awards & Retirement Banquet will be held on Friday, May 20, at the Hilton Columbus at Easton. Social hour begins at 6 p.m., and the dinner program will start at 7 p.m.

The highlight of the evening is honoring our retirees. This event is at no cost to them, as well as for Senior Faculty Representatives and other honorees.

During the evening we also recognize some of our members and community supporters, including the CEA Friend of Education, the Outstanding Faculty Representative in each CEA district and the Outstanding CEA Member.

Scholarships will be awarded to some very talented students whose parents are members of CEA or CEA-R.

Tickets are \$30. Tables of eight cost \$240. Reservation forms have been sent to each Senior Faculty Representative and can be downloaded from the CEA website, www.ceaohio.org. This is a deeply inspiring event and a great way to end the school year.

Courtney Johnson goes to Washington

The refrain, "This is what democracy looks like!" is familiar to all of us who have stood at the Statehouse, but the last few weeks have made it hard to believe in our democracy. We have been locked out, our testimony refused and our rights silenced.

Only weeks earlier, I stood in my kitchen, crafting protest signs with my friend Daryl, no idea what was in store for me. For us. Since that day, I have stood in protest at the Statehouse, conversed with a U.S. Senator, spoken to a crowd of thousands, been on national television, and testified on Capitol Hill.

In Washington, I sat shoulder to shoulder with union members from Wisconsin and Indiana: witnesses, each of us, to the attack on collective bargaining and the middle-class. We are in the midst of the fight of our lives, and I am so thankful to the members of Congress who listened to my story. The reality is this is our fight, and more than anything, I believe in us. All of us who have rallied, canvassed, phone banked, written, called and chanted, WE are democracy.

My day in our nation's capital was one of the best days of my life. But it wasn't the best day of my life because the NEA treated me like a celebrity, or because the U.S. Representatives I met thanked me for being a teacher, or even because I got to be a voice for public workers in our fight against S.B. 5. In our nation's capital, I thought back to the protest signs that littered my kitchen, my first act of protest. I remembered the collective voice of the people, chanting as one, and I knew democracy. WE are democracy. It was the best day because I believed again.

written by Courtney Johnson (Ft. Hayes MEC)



CEA member Courtney Johnson testifying in front of the U.S. House Democratic Outreach and Steering Committee. Credit: NEA/Patrick Ryan

Another one down. Let's keep working.

CEA is working on your behalf to address your grievances. This process works. We just resolved a grievance that had been on the list for months. Please keep us informed about contract violations. Article 110 of the *Master Agreement* describes the negotiated grievance procedure for filing and dealing with complaints. These procedures are in place to create an orderly process and to clearly define boundaries, so that all parties may be comfortable about participating openly.

Below is a list of the issues we currently are working on now.

Building/Unit/Administrator	Statement of Grievance	Relief Requested	Disposition
Parkmoor ES Stacy Harris-MacCarthy	Adm. failed to provide teachers with their daily ten-(10) to fifteen-(15) minute break.	Adm. develop a schedule allowing teachers to receive their daily ten-(10) to fifteen-(15) minute break.	Arbitration withdrawn. Resolved during negotiations: Beginning with the 2011-12 school year, teachers at Parkmoor ES will have a mid-afternoon break per Section 302.03 and will have lunch and recess schedules per Sections 204.06, 302.03 and 302.05 of the Agreement.
Sherwood MS Ray Caruthers	Adm. failed to inform grievant that there had been parent concerns that had been lodged against them. Not having that information did not allow grievant to resolve the concern of the complaining party.	That the Board/Administration immediately initiate the process of resolving the customer complaints that have been documented by the principal to date in accordance with the CEA/Board Agreement.	Step 2 hearing pending

Thanks for attending

We thank Faculty Representatives for attending the Legislative Assembly on Apr. 7. The buildings/units listed below represent more than 200 people who attended that meeting to be trained to circulate petitions to repeal Senate Bill 5.

Pupil Services/6th St. Annex, A.G. Bell Program, AAA, Alpine ES, Alum Crest HS, Arlington Park ES, Art, Arts Impact MS, Avalon ES, Avondale ES, Beechcroft HS, Berwick K-8, Binns ES, Briggs HS, Broadleigh ES, Brookhaven HS, Buckeye MS, Burroughs ES, CAHS, Cassidy ES, CEA Office, Cedarwood ES, Centennial HS, Champion MS, Clearbrook MS, Clinton ES, Colerain ES, Columbus Africentric EC SS, Columbus City Prep. School for Girls, Columbus Downtown HS, Columbus Global Academy, Columbus Spanish Immersion K-8, Como ES, Counselors, Devonshire ES, Dominion MS, Duxberry Park ES, East Columbus ES, East HS, East Linden ES, Easthaven ES, Eastmoor Academy, École Kenwood K-8, Fairmoor ES, Fairwood ES, Fifth Ave. K-8, Forest Park ES, Ft. Hayes MEC HS, Georgian Heights ES, Gifted & Talented, Hamilton K-6, Heyl ES, Hilltonia MS, Hudson Comm. Ed. Ctr., Hudson St. Warehouse, Huy ES, Independence HS, Indian Springs ES, Indianola K-8, Innis ES, I-PASS @ Mifflin MS, Johnson Park MS, Juvenile Detention Ctr., Kingswood Center, Leawood ES, Liberty ES, Lincoln Park ES, Lindbergh ES, Linden-McKinley 7-12, Livingston ES, Maize ES, Marion-Franklin HS, Maybury ES, Medina MS, Mifflin HS, Mifflin MS, Moler ES, Monroe MS, Music, Neil Avenue Center, North Linden ES, Northgate Center, Northland HS, Northtowne ES, Nurses, Oakland Park ES, Oakmont ES, Ohio Avenue ES, Olde Orchard ES, OT/PT, PAR, Parkmoor ES, Parsons ES, Psychologists, Ridgeview MS, Salem ES, Shady Lane ES, Shepard Center, Sherwood MS, Siebert ES, South HS, South Mifflin K-6, Southmoor MS, Southwood ES, Speech & Language, Starling MS, Stewart ES, Sullivant ES, Trevitt ES, Tutors, Valley Forge ES, Walnut Ridge HS, Watkins ES, Wedgewood MS, Weinland Park ES, West Broad ES, West HS, West Mound ES, Westgate ES, Westmoor MS, Whetstone HS, Windsor K-6, Winterset ES, Woodcrest ES, Woodward Park MS, Work Study and Yorktown MS.

What if you became ill and had no leave left?

Each year, some of our colleagues experience devastating illnesses and injuries that require long recovery periods. That's why we have a catastrophic sick leave bank. An employee who has a life-threatening illness may receive as many as 45 donated days if approved by the Joint Sick Leave Committee.

CEA members are in need of donations now. To donate to a specific person, enter your name at the top of the CCS "Report of Employee Absence" form. In the "Comments" section add the words, "Catastrophic Sick Leave Donation," and write in the name of the intended recipient. If you are going to make a general sick leave donation, fill out the form with "Catastrophic Sick Leave Donation" in the comments section. Be sure that you and your principal or supervisor have signed the form. We have been experiencing a shortage of donated days for more than a year.

Calamity day bill to become law

At the time this issue of *The CEA Voice* went to press, House Bill 36 had cleared the legislature and was headed to the Ohio Governor for his signature. The bill increases the number of calamity days for the current school year from three to five. Additionally, the bill extends the option for school districts to increase the regular school day in half-hour increments in order to make up missed days.

Because H.B. 36 contains an emergency clause, it will take effect once signed by the Governor who stated: "...I look forward to signing this not only for the relief it provides but also because, let's face it, kids love snow days."

Vacancy postings available via web

This year, the vacancy postings can be accessed by anyone with a valid Lotus Notes USER NAME and PASSWORD. There will be a link on the CCS webpage via the Staff link. This will make the postings available to anyone on sick leave or anyone who works at a non-CCS building location, or anyone who wants to check the postings from home, smartphone or other internet-capable devices.

Members who do not have a Lotus Notes User Name and Password must complete the user agreement to request a Lotus Notes email account. Contact Kingswood at 365-6173 if you do not have a CCS email account.

Special notes

- Congratulations to **Robin Jeffries (PAR)** who was recently elected **CEA Minority Governor At-Large**.
- Please consider making a donation to the **Catastrophic Sick Leave Bank** for **Renée Burke (Ross)** (Fairwood ES). Read the story on this page ("What if you became ill and had no leave left?") for instructions on how to make your donation.
- The **deadline** for applications for **CEA scholarships for graduating high school seniors** is **Friday, May 6, at 5 p.m.** Two scholarships are available: the **\$1,500 Christa McAuliffe Scholarship** awarded to an education student and the **\$1,000 CEA General Scholarship**. Both are renewable for up to four years but at a reduced level from the first-year award. CEA members can go to <http://bit.ly/eSj3rj> to download the application form.
- Master Teacher application** information is available at: http://www.columbus.k12.oh.us/staffdev/master_teacher.html. The application **deadline** is **Thursday, May 5**.
- Senior FRs** must submit requests by fax (253-5052) for **alternative interview panels** to the CEA President **prior to interviewing**. These are the buildings/units that have been approved since the last edition of *The Voice*: **Binns ES** and **Woodcrest ES**.