

# The CEA Voice

[www.ceahio.org](http://www.ceahio.org)

Volume XLII, No. 20

Columbus Education Association

January 16, 2012

## Continuing contract alert

You may be eligible to receive a continuing contract. You will find the form at [www.ceahio.org](http://www.ceahio.org) that you must fill out and submit by Mar. 2 if you meet the eligibility requirements. While a limited contract is renewable from year to year upon recommendation of the superintendent, a continuing contract remains in effect until you resign, retire or are terminated or suspended.

Section 401.16 of the *CEA Master Agreement* explains more about the process. To be eligible, a teacher must have a five-year professional license, eight-year professional certificate or a permanent certificate on file in Human Resources on or before Mar. 2.

In addition, an eligible teacher must, by the conclusion of this school year, have completed three years of successful Columbus teaching experience within the last five years. Those with previous continuing contracts in Columbus or another Ohio district must have completed two successful years of experience in Columbus City Schools.

There also are education requirements:

- ✓ If you have a master's degree: Six semester hours of graduate coursework in your licensing or a related area beyond your master's degree
- ✓ If you do not hold a masters degree: 30 semester hours of 300 level or above coursework in your licensure or related area

If you have questions on eligibility requirements, please contact Nancy Young, Teacher Certification/Licensure at 365-5658.

## Educators for Obama

This past summer at the NEA Representative Assembly, delegates voted overwhelmingly to recommend President Obama for re-election. In three years, he has done more for educators and students than any President in recent history.

In just over a year, Americans will go to the polls to elect the President of the United States. Elections are about choices, and elections have consequences. One needs to look no further than Ohio to see the consequences of the election of 2010. We deserve elected leaders whom we can count on to stand up for our students and our profession.

President Obama has created or saved more than 450,000 education jobs through the American Recovery and Reinvestment Act and the Education Jobs Bill. He has worked to increase the federal funding for Pell Grants, making college more affordable for America's students. President Obama has stood up and fought for educators. Now we need to stand up and fight for him.

One way to fight for our President is by joining Educators for Obama. It is a new national network of education advocates and professionals who are working together to re-elect President Obama.

Members of the Educators for Obama team will be sent important email updates and be invited to special campaign briefings. Your help is needed in the campaign in your local community as a spokesperson, volunteer, activist and leader.

Go to <http://bit.ly/wmiRCs> to become an Educator for Obama. Registration is quick and easy, and takes less than a minute. Once you have registered, spread the word through your Facebook page.

## Weingarten Rights: Due process is yours

Thirty years ago, the U.S. Supreme Court protected unionized workers' rights to due process during questioning

by a supervisor. The case, *NLRB v. J. Weingarten* defined your Weingarten Rights. If you get called into a meeting with your principal or supervisor for an unspecified reason, it is your right under the law to:

- ◆ Ask the principal or supervisor to clarify the reason for the meeting. Don't refuse to attend, but ask why.
- ◆ Get representation. If the meeting becomes disciplinary in nature, you are entitled to call CEA, even if your principal says you shouldn't.
- ◆ Set the meeting at a time when your representative can attend. The administrator is obligated to do so.
- ◆ Take up to five school days to schedule the meeting to make sure your representative can be there.

Read Article 404.01. CEA suggests representation any time the purpose of the meeting is for one of the following situations:

- ◆ Any type of disciplinary action
- ◆ Investigation meeting
- ◆ Reprimand
- ◆ Infraction of a work rule or board policy
- ◆ Questions concerning request or use of sick or personal leave
- ◆ Allegations of abuse
- ◆ Parental, student or community complaint

Weingarten Rights palm cards will soon be distributed to you by the building faculty representative. If you have further questions, call CEA at 253-4731.

|   |   |
|---|---|
| <p><b>PROTECT YOUR RIGHTS</b></p>  <p><b>Columbus Education Association</b></p> <p><b>(614) 253-4731</b></p> | <p><b>WEINGARTEN RIGHTS</b></p> <p><b>WHEN YOU ARE CALLED TO YOUR ADMINISTRATOR'S OFFICE</b></p> <p>What do you do if you are asked to attend a meeting with your principal or supervisor for an unspecified reason?</p> <ol style="list-style-type: none"> <li>1. Ask the principal/supervisor to clarify the reason for the meeting.</li> <li>2. Remember that you are entitled to CEA representation. Administrators are not obligated to tell you this; but, if you request representation, the administrator must arrange the meeting at a time when your representative can be in attendance (within five school days).</li> </ol> <p>We suggest representation any time the purpose of the meeting is one of the following:</p> <ul style="list-style-type: none"> <li>• Any type of disciplinary action</li> <li>• Investigation meeting</li> <li>• Reprimand</li> <li>• Infraction of a work rule or board policy</li> <li>• Questions concerning request or use of any leave</li> <li>• Allegations of abuse</li> <li>• Parental, student or community complaint</li> </ul> |
|---|---|

## Retiring? Deadlines are approaching

The deadline to notify CCS of your retirement and be eligible for “super” severance pay is Feb. 1.

The district needs to know early for hiring and planning purposes. The advantage for you in meeting this early deadline is a larger amount of money for your remaining sick leave.

While it remains true that you receive pay for 50 percent of your personal leave days regardless of when you notify CCS, notifying the district by Feb. 1 means you receive more for sick leave. You would receive 25 percent for the first 100 days, but gain 5 percent for each additional 100 days you have accrued.

Article 810 of the contract explains the pay you would receive based on your accrued sick leave.

## Multinational tax avoidance hurts the 99%

Educators around the world have been asked to make sacrifices and accept severe cutbacks because of current, severe financial crises worldwide. Why is this? The answer lies partially in tax loopholes. If only we collected more of the taxes corporations are avoiding paying, think what the situation would be like.

The Education International Research Institute recently commissioned a study underlining the shocking extent of tax avoidance by multinational companies, totaling trillions of U.S. Dollars annually. Here are some of the key findings of Global Corporate Taxation and Resources for Quality Public Services:

- Global corporations have opportunities for tax avoidance that national enterprises do not have, let alone small business owners and wage and salary earners. Even without changing the tax laws, closing just some of these loopholes would make a huge difference in public resources.
- In the United States alone, this income shifting reduced U.S. government revenue between \$57 and \$90 billion in 2008, as much as 30 percent of total U.S. corporate tax revenues.
- In the U.S., companies are subject to a variety of taxes. Ohio businesses pay several kinds of these taxes, including sales, commercial activity and taxes on various types of goods they sell, but they do NOT pay taxes on their net income.
- Corporations use public services provided by the state as much as individuals do.
- From its high of about 9.5 percent in 1977, state corporate income tax dropped to about 5 percent of total state tax revenue in 2009. This tax accounts for less than 2 percent of total state revenue.

Get the facts. Read more about why and how businesses find ways to pay less of their fair share. Visit [http://www.ei-ie.org/en/news/news\\_details/2024](http://www.ei-ie.org/en/news/news_details/2024).

## It's time to run

The following positions will be filled in the CEA Spring 2012 Elections: President and Vice President (two-year terms); Governors for Districts 2, (unexpired term ending July 31, 2013) 3 and 6; Elementary School Governor At-Large and two High School Governors At-Large (three-year terms); 2012 NEA Delegates; and 2012–13 OEA Delegates.

Members may declare candidacy for these positions until Feb. 3. The formal campaign period is from Feb. 4–Mar. 5. Voting will take place from Feb. 21–Mar. 5. The Elections Committee will tabulate votes on Mar. 6.

## Stuck in the slow lane

Technology can be a wonderful tool in the classroom, if it functions. CEA knows that the district's technology prevents members from doing their job. We receive calls each day from our members about locked computers, printers that don't print and the inaccessibility of vital job-related applications like eSIS and IEP Anywhere.

If you experience computer-related problems, the Help Desk should be your first call. Remember to write down your ticket number. Your second call should be to CEA to report your problem and your ticket number so we can make sure the district is working to solve your problem.

Recently, an elementary school teacher called the help desk to report that her students were unable to log in. Our member was told that she would not receive a ticket number until she investigated if the entire student population of her building was experiencing the same problem.

Unfortunately, this debacle is far from over. If you need to bring in your personal computer to be able to educate our students, then CEA suggests you do so. No one will find fault in your attempt to overcome an obstacle to educating our students, especially CCS.

## New KidsOhio report

A new report co-released by KidsOhio and the Columbus Urban League documents that Franklin County and Ohio's public school students are more diverse than ever:

- 43 percent of students in Franklin County school districts were children of color in 2011—up from 34 percent in 2001;
- All 16 Franklin County school districts had a higher rate of students of color in 2011 than in 2001; and
- 63 percent of the 18,518 public charter school students in Franklin County were children of color.

Moreover, nearly half (47.6 percent) of students of color in the 16 Franklin County school districts attend a suburban school, thus dispelling the myth that most minorities live in Columbus.

Growing diversity is one of the great strengths of Franklin County. While we work to close educational and economic achievement gaps, diversity can enrich our students' educational experiences, promote personal growth and help connect the Columbus region to the international economy. Understanding and taking advantage of our community's demographic shift is key to strengthening Central Ohio's schools, colleges, and economic competitiveness.

To read the complete report, go to <http://www.kidsohio.org/>.

## Travel with CEA

The CEA travel group is planning a seven-day Mediterranean cruise commencing June 9. The trip will begin with a flight into Rome, then proceed to the port of Civitavecchia to board the ship. Ports of call include Genoa, Corsica, Barcelona, Mallorca and Tunis. We will then sail back to Civitavecchia and return to Rome. Contact Carol Wagner or Ezetta Murray for details at 253-4731.

**Correction:** Marion-Franklin HS was in attendance at the CEA Legislative Assembly on Dec. 19. Please excuse this error.

## Special note

- ❑ **Kindergarten teachers, kindergarten instructional assistants and LLI tutors:** Please meet from 4:30–6:30 p.m. at the **Columbus Downtown HS** on Tuesday, Jan. 24, for Regions 1, 2 and 3 and on Tuesday, Jan. 31, for Regions 4 and 5 to discuss your concerns about the LLI program in kindergarten. You may attend either session.