

The Voice

Rhonda Johnson, President

www.ceahio.org

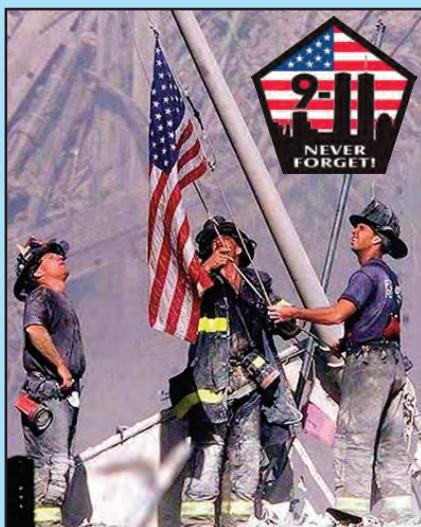
Volume XLIII, No. 3

Columbus Education Association

September 4, 2012

Remember, reflect and serve

Patriot Day is observed on Sept. 11 each year to remember those who died in the 2001 terrorist attacks. President Barack Obama has ordered that U.S. flags be flown at half-staff and asks Americans to observe a moment of silence, beginning at 8:46 a.m. (Eastern Daylight Time) to mark the first plane crash.



But there are other ways to show how you remember. By volunteering, performing good deeds or engaging in other forms of charitable service during the week of Sept. 10, your students can help rekindle the spirit of unity, service and compassion shared by so many in the immediate aftermath of the attacks. They also can contribute to an historic legacy in the name of those lost and injured on Sept. 11, 2001, as well as military personnel who continue to serve to this day.

A number of websites offer lesson plans for teachers. Ideas for performing service activities in your area are also available at <http://serve.gov>.

Yes on Issue 2

Several weeks ago, the Ohio Secretary of State designated the Voters First proposed amendment “Issue 2.” This amendment would create the Ohio Citizens Redistricting Commission, a twelve-member group that would decide the boundaries of electoral districts. It would be comprised of four Republicans, four Democrats and four individuals with no ties to any party, industry or special interest group.



In November, Ohio’s electorate will be asked the question, “Shall the proposed amendment be adopted?” The answer is a resounding YES. Last year at this time, to reject the law (Senate Bill 5), you had to vote no on Issue 2; and a yes vote on Issue 2 meant you approved the law (SB 5).

By design, knowing how to vote on this year’s Issue 2 is meant to be confusing. Its opponents have made their website, logo, literature and messaging virtually indistinguishable from our “No on Issue 2” campaign last year. For example, their tagline “Unelected, Unaccountable, Unacceptable” is a near copy of “Unsafe, unfair and hurts us all.”

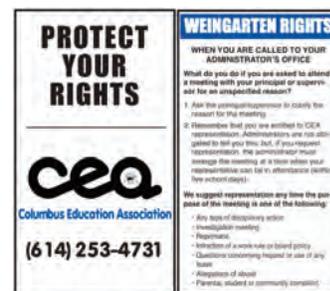
If one of our students did this, we’d label it cheating and call home. When politicians do this, it’s called the “coattail effect” and it’s completely legitimate.

Don’t fall for the okeydokey. Remove any “No on Issue 2” buttons, stickers, posters or other campaign paraphernalia from your car, clothing, Facebook or other social media accounts. Make sure you “Like” Voters First on Facebook at <http://facebook.com/votersfirst> and change your profile picture to their logo at <http://on.fb.me/PVBrQ1>, YES on 2.

Begin now to educate colleagues, family members and friends to vote YES on Issue 2. The consequences of the amendment’s failure would plague the electorate of Ohio for the next ten to twenty years or more.

Ask for representation

Take a few moments to review the Weingarten Rights card sent to you by CEA. Then put it in your wallet. You never know when you might need it. On it are the steps you should follow if your administrator calls you in for an investigatory interview. The following is an example of what you should say:



If this discussion could in any way lead to my being disciplined or terminated or affect my personal working conditions, I respectfully request that my CEA representative be present at this meeting. Until my representative arrives, I choose not to participate in this discussion.

You have the United States Supreme Court on your side. In 1975, the Court, in the case of *NLRB v. J. Weingarten, Inc.*, upheld a National Labor Relations Board decision that employees have a right to union representation at investigatory interviews. We call these the Weingarten Rights. Do not expect the administrator to tell you about your rights.

You must make a clear request for representation before or during the interview and cannot be punished for doing so. After you make the request, the administration must offer one of the following: grant the request and wait until the CEA representative arrives and has a chance to consult privately with you; deny the request and end the interview immediately; or give you a choice of having the interview without representation or ending the interview.

If the administrator denies your request for union representation and continues to ask questions, this is an unfair labor practice. You have the right to refuse to answer. The administration may not discipline you for such a refusal.

Remember that you cannot refuse to attend a meeting called by your administrator—to do so would be insubordination. You do have the right to representation. Your administrator cannot decide who provides representation, nor

should the principal ask the faculty representative to sit in on a meeting. Only the Association member has that right.

Once you request representation, the administrator is obligated to arrange the meeting at a time when the representative can attend. Section 404.01 of the *Master Agreement* provides members with a maximum of five school days to reschedule the meeting to accommodate this representative.

CEA suggests representation any time the purpose of the meeting is one of the following:

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

If you have questions, call CEA at 253-4731. We are here for you.

Columbus Area Writing Project

This year's Columbus Area Writing Project Fall Conference will be held at the Quest Conference Center, 8405 Pulsar Place, on Saturday, Oct. 27. The theme is "Uncommon Writing and Reading Practices in a Common (Core) World," with keynote speakers Tom Newkirk and Jaime Adoff.

CAWP is an affiliate of the National Writing Project, a collaborative university-school staff development program to improve the teaching and learning of writing in our nation's classrooms. CAWP is a professional development project of The Ohio State University. Participating teachers will learn from each other, studying writing theory and research, writing their own compositions and participating in writing workshops.

We recommend early registration. Learn more at The CAWP website at <http://cawp.ehe.osu.edu>. Contact Robin Holland at 436-4481 or rholl10554@aol.com.

Our new teachers are invested

We know there is a lot of information to digest as you enter your school building, especially if you are new to the district. One of the most important items you will receive is information about TBS or Teachers for Better Schools. Consider joining for as little as \$1 per pay.

TBS is the political action committee of CEA. It raises money for local and state pro-public education candidates who recognize that we are deeply committed to the success of every child. TBS supports elected officials who put our students at the center of education reform.

CEA does not use any dues money to promote individual candidates or issues. Instead, teachers join TBS separately. A contribution of \$1 per payday amounts to thousands to help CEA continue its efforts to make sure elected officials are serving the interests of our schools and our students.

CEA commends the following brand-new members who have joined TBS to help support local and state pro-public education candidates: Erin Brown, Ebonei Dansby, Paige DeMatteo, Jason Fields, Jeanette Gadio, Tammie Gale, Erica Gonzales, Lyra Gray, Terrence Holliman, Jaclyn Hughes, Nichole Humphrey, Traci Johnson, Stephanie Jones, Audrey Kovach, Tyfini McGowan, Danielle Mungin, Kathryn Narcross, Shayla Oates, Jamie Rhein, Abby Riddlebaugh, Lauren Rogers, Elizabeth Saxer, Sybil Stokes, Danielle Weinstein, Tawanna Williams and Tiesha Willis.

To join them and other TBS contributors, download a form from the CEA website at <http://bit.ly/SivpK7>.



Third-grade reading: New state rules

We begin the school year with our eye on the new state reading assessments. When the governor signed Senate Bill 316 earlier this summer, the Third-Grade Reading Guarantee became law. It will require us to test every K-3 student by Sept. 30 to determine who falls below proficient levels, and to retain those who don't unless they meet specific criteria. The new law aligns with Ohio's Race to the Top plan to close achievement gaps, improve overall academic achievement and increase college attendance.

In a nutshell, we must identify those students who are not proficient in reading and provide student-specific reading support within 60 days after receiving the test results. We must:

- ✓ Identify the student's skill level
- ✓ Describe an individualized assistance plan
- ✓ Provide parents ways to help their child
- ✓ Specify a process for monitoring the student's progress
- ✓ Continually assesses the student's reading progress using research-based strategies
- ✓ State that the student may be retained in third grade

Special education students, those who are learning English, and those who already have been retained may matriculate under specific circumstances, but they must receive specialized, intensive instruction in fourth grade. Students who continue to have difficulties must pass an alternative standardized reading assessment defined by the state.

Go to <http://bit.ly/grade3read> to read more about the new law.

Special notes

- ❑ All FRs should plan to attend the **first CEA Legislative Assembly** at 4:30 p.m. on **Thursday, Sept. 13**, at the **Confluence Park Restaurant**. Please **RSVP** to **Judy Nelson** at the CEA office by calling 253-4731.
- ❑ Support Communities in Schools (CIS) by participating in the **"Step Up with Kids" 1-mile/5K walk/run** that starts at **9 a.m., Saturday, Sept. 15**, at **Genoa Park**, behind COSI. The registration fee is \$25 for adults and \$15 for youth. **Registration begins** at **7:45 a.m.** The event benefits CIS, which works with 167 local organizations to prevent kids from dropping out of school. **Register** at www.premierraces.org.
- ❑ Remember that **all requests for religious leave** must be **made in writing** for approval to the **CCS Human Resources Department** at least **five school days prior to the religious holiday** you wish to observe.
- ❑ The **open enrollment period** for joining the **Sick Leave Bank** is the entire **month of September**. You can **download a form** at <http://bit.ly/ceasl12>. Remember: The days you donate could be the ones you need.
- ❑ The **CEA Members Scholarship Foundation** offers **\$750** in tuition assistance for our members with a **qualifying senior in college**. The **deadline** is **Friday, Oct. 26**, at **5 p.m.** Call **Cora Miller** at **253-4731**. Go to <http://bit.ly/Q3SbrZ> to download an application.
- ❑ **National Board Certification:** Teachers interested in taking professional growth and accomplishment to the next level should plan to apply for candidate funding for the 2012-13 school year. CCS NBCTs **enjoy the benefits** of a **\$1,500 yearly stipend opportunity**, plus national, state and district-wide recognition with increased opportunities for teacher leadership and advancement. Additionally, ODE has created a "Lead" licensure tier that recognizes this accomplishment. Consider becoming a National Board Candidate. Contact **Kristy Leigh** at kleigh10363@columbus.k12.oh.us. The **application deadline** is **Sept. 19**.

CEA Pre-Paid Legal Services Plan OEA/NEA Attorney Referral Program

At Cloppert, Latanick, Sauter and Washburn, we have dedicated ourselves to teachers in and out of the classroom. Our experienced personal injury, divorce, dissolution, criminal, probate and real estate attorneys are available to you at moderate rates which are lower than we normally charge our private clients.

Please contact us today and allow our experience to work for you.
(614) 461-4455 or www.cloppertlaw.com