

# The CEA Voice

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Columbus Education Association

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## Teacher eval bill “hijacked”

This past December, the Ohio Senate took a step to fix the mess that we know as the Ohio Teacher Evaluation System (OTES). In a unanimous vote, the Senate passed SB 229. The bill would have allowed school districts to reduce from 50 to 35 percent the amount of value-added in the student growth measure of teacher evaluations and make evaluations every other year for teachers rated “Skilled” or “Accomplished.”

Teachers were encouraged by the speed at which the Senate passed SB 229. The leaders of the House Education Committee waited nearly two months to hold the bill’s first hearing. It would take another month for the bill’s next hearing—but no one was prepared for what changes the committee would make to the bill. When the House version of the bill was unveiled in committee on Wednesday, Mar. 26, the changes were so drastic that the new version was virtually unrecognizable from the bill that was approved unanimously by the Ohio Senate in December.

In comments to the committee, ranking Democrat and former teacher Rep. Teresa Fedor said the bill had been “hijacked.” In fact, Sen. Randy Gardner, the chief sponsor of SB 229, wasn’t even informed of the changes that were made to his bill before it surfaced in committee. Nevertheless, the hostile takeover of what had been a bi-partisan bill in the Senate was accepted by the House committee on an 11–6 party-line vote.

If the House version of the bill becomes law, here’s how teacher evaluation will change for the worse and how it will affect you:

- ✦ You could be given the new rating of “Effective” (added between “Developing” and “Skilled”) but would be required to be on an improvement plan;
- ✦ Scoring “Accomplished” or “Skilled” would cause you to be evaluated every other year, but only if your student growth measure was above “Average;”
- ✦ Your student growth measure would default to 100 percent value-added, or;
- ✦ The district could choose to use student surveys in grades 4–12 which would count for 20 percent of your evaluation (the remaining 80 percent would be split between the Teacher Performance and Student Growth portions)
- ✦ All students in grades K–12 would be tested to determine their academic growth in English language arts, mathematics, social studies and science.

The worst part of this Frankenbill is that it silences the voices of teachers—none of these provisions can be collectively bargained.

This legislation must either be restored to the version sent from the Senate or killed in committee. Send an email

to your state representative. Let him or her know how important the original version of SB 229 is to you. Go to <http://www.capwiz.com/nea/oh/issues/alert/?alertid=63021486&type=ST>.

For the OEA analysis of SB 229, go to [https://filemanager.capwiz.com/filemanager/file-mgr/nea/oh/Sub\\_SB\\_229\\_\\_OEA\\_Analysis.pdf](https://filemanager.capwiz.com/filemanager/file-mgr/nea/oh/Sub_SB_229__OEA_Analysis.pdf).

## CEA Awards & Retirement Banquet

The Columbus Education Association will hold the 38th Annual Awards Banquet on Saturday, May 17, at the Hilton Columbus Downtown, 401 N. High Street, in the Bellows Ballroom. The cocktail hour will begin at 6 p.m., followed by dinner at 7 p.m. The cost is \$35.

Members who are retiring at the end of the school year or those who have retired any time during the current school year will be honored. Each will receive a complimentary dinner.

In addition to recognizing retirees, we will be honoring Association members who have worked especially hard advocating for our colleagues as faculty representatives, CEA committee members and friends of education.

To make reservations, see your faculty representative for a reservation card. Complete it and send it to CEA, “Attention: Awards Committee,” along with your check payable to the Columbus Education Association. Reservations must be received by May 1, 2014.

## Vote early

Early in-person voting takes place at your county Board of Elections. In Franklin County, you may vote at Memorial Hall, 280 East Broad Street, Columbus, OH 43215. Hours are:

- ☑ Tuesday through Friday, from Apr. 1–4: 8 a.m.–5 p.m.
- ☑ Monday, Apr. 7: 8 a.m.–9 p.m.
- ☑ Tuesday–Friday, from Apr. 8–11, 2014: 8 a.m.–5 p.m.
- ☑ Monday–Friday, from Apr. 14–May 2: 8 a.m.–5 p.m.
- ☑ Saturday, May 3: 8 a.m.–12 p.m.

If you live in Franklin County, you may request an absentee ballot by mail by visiting <http://vote.franklincountyohio.gov/absentee/> and downloading an application for absent voter’s ballot. You must fill out and sign this application, and mail it back to the Board of Elections. You should submit your request as soon as possible to ensure there is sufficient time for the Board to mail you a ballot and for you to return it to the Board of Elections by the time the polls close on May 6.

If you plan to vote on election day, polls are open on May 6 from 6:30 a.m.–7:30 p.m. If you are unsure of your polling place, you can find it by visiting <https://vote.franklincountyohio.gov/voters/polling-locations.cfm> or your local board of elections website.



## Be ready to vote in May

Are you prepared to vote? With the upcoming May primary, we want to be sure all members' voting information is up to date. Visit <http://www.sos.state.oh.us/sos/elections/Voters/register.aspx> to register and to update your personal voter information online.

The deadline to register to vote in the May primary is Monday, Apr. 7.

NOTE: There are also new laws in place governing voter eligibility. Ohio law now requires that every voter announce his or her full name and current address and provide proof of his or her identity.

The forms of identification that may be used by a voter who appears at a polling place to vote on an Election Day include:

- ☑ A current and valid photo identification card issued by the State of Ohio or the United States government; or
- ☑ A military identification ("military ID"); or
- ☑ An original or copy of a current utility bill; or
- ☑ An original or copy of a current bank statement; or
- ☑ An original or copy of a current government check; or
- ☑ An original or copy of a current paycheck; or
- ☑ An original or copy of a current other government document, other than a voter registration acknowledgement notification mailed by the board of elections, that shows the voter's name and current address.

Got a current, unexpired, driver's license that shows your former address? You may vote as long as your current residential address is printed in the official poll list of registered voters for that precinct. Voters who do not provide one of these documents at the precinct will still be able to vote using a provisional ballot. Voters who do not have any of the above forms of identification, including a Social Security number, will still be able to cast a provisional ballot by signing an affirmation statement swearing to his or her identity under penalty of election falsification.

## Behind the veil of struggle

This past weekend marked the nationwide release of the film *Cesar Chavez*, about the life and career of the leader and founder of the United Farm Workers. For the first time in decades, a major motion picture will focus on the struggle of courageous workers to form a union—in this case, the epic David versus Goliath case of immigrant farm workers against one of California's richest and most powerful industries.



The film premieres in Columbus May 22 at the AMC Lennox and Easton theaters.

*Cesar Chavez* details the historic Delano Grape Strike and portrays the sacrifices and struggles farmworkers and their families, led by Chavez, endured in their fight for justice and dignity. Its message is a strong one. The struggle of the farm workers in the fields of California forty years ago has great relevance for our current campaign for workers' rights, comprehensive immigration reform and social justice.

The film does more than recount historic events during an epic period in American history, a classic battle between field laborers and one of California's richest industries. It also captures the personal hardships and sacrifices endured by Chavez and his family, as well as many other families. And it captures the spirit and humanity of a man who, in Chavez's words, taught "ordinary people to do extraordinary things"—and in so doing inspired millions of others from all walks of life to social and political activism.

As you prepare to see the film, be sure to sign this petition at <http://www.takepart.com/chavez/petition>. Let's urge our legislators to make Mar. 31, Chavez's birthday, a national day of service.

## Let the new HR sheriff beware

You've witnessed the scene 100 times or more on TV: good cop vs. bad cop, Benson & Stabler, Cagney & Lacey, Starsky & Hutch, and Gibbs & DiNozzo. In CCS, it happens when the district's new human resources investigator visits a building to investigate an incident. She talks nicely to the teacher, conducting a friendly conversation, and within minutes she has talked the educator into giving up her civil rights and her right to representation under the law, specifically, Weingarten Rights.

CEA always wants to cooperate with the district's HR department. We certainly do not favor the support of any wrongdoing. But CEA members have rights. We advise you to do the following when the investigator wants to talk with you about an allegation: First, say nothing and put nothing in writing until you have called CEA. Tell the investigator that you fully intend to cooperate—after you speak with your representative. Then call us. Someone from CEA will accompany you to the meeting.

This will not stop the investigation and conversations with administrators, students and others involved in the incident. But it will ensure that your rights are protected. In the past, CCS has honored these requests and conducted these meetings downtown at the district offices with CEA and/or legal representatives.

Remember: You are protected. Remind yourself of this by keeping your Weingarten summary card handy. Don't leave home without it.

# PROTECT YOUR RIGHTS



**(614) 253-4731**

## WEINGARTEN RIGHTS

### WHEN YOU ARE CALLED TO YOUR ADMINISTRATOR'S OFFICE

What do you do if you are asked to attend a meeting with your principal or supervisor for an unspecified reason?

1. Ask the principal/supervisor to clarify the reason for the meeting.
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).

We suggest 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 any leave
- Allegations of abuse
- Parental, student or community complaint

**Correction:** In the Mar. 31 issue of *The Voice* story, "Thank you for supporting our third graders," CEA mistakenly listed **Crystal Wilson (Champion MS)** as Crystal White. We apologize for the error.

## Special notes

- ☐ Celebrate **Kevin Kinney's retirement at Champps at Lennox, May 1, 5–8 p.m.** Send checks to Bev Maddox (Fifth Ave. K–6) for \$30 payable to Fifth Ave. Intl. Social Comm. *RSVP* to [bmaddox2356@columbus.k12.oh.us](mailto:bmaddox2356@columbus.k12.oh.us) by Apr. 25.
- ☐ The deadline for online submission for the **Teachers' Dream Grant** is **4 p.m., Apr. 11, 2014**. If you have questions, go to the district website or contact Andrea Richardson at 365-5733.
- ☐ The deadline has passed to request **alternative interview panels for Round 1**. The following alternative interview panels were approved: Berwick K–8, CAHS, Colerain ES, Dominion MS, Duxberry Park ES, Eakin ES, Fairmoor ES, Innis ES, Livingston K–6, Mifflin HS, Olde Orchard ES, Salem ES, South Mifflin STEM Acad. K–6, Trevitt ES, Watkins ES, Westgate ES, and Woodcrest ES.