

The CEA Voice

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Columbus Education Association

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Women's Equality Day

Aug. 26 is Women's Equality Day. It began in 1971, at the behest of Rep. Bella Abzug (D-NY), to commemorate the 1920 passage of the 19th Amendment to the Constitution, granting women the right to vote. It's a great opportunity to teach your students about one of the seminal struggles for civil rights: the massive, peaceful movement by women that began in 1848 at the world's first women's rights convention in Seneca Falls, N.Y.



Today, women still do not have full equality. Pay for women is still not completely on par with pay for men. Teachers, however, have come a long way. In 1915, five years before they got the vote, female teachers were tightly scrutinized. They had to promise, for instance, "not to keep company with men; to be home between the hours of 8 p.m. and 6 a.m. unless in attendance at a school function; not to loiter downtown in ice cream stores."

In 1965, the Utah Supreme Court upheld the right of a school board to fire a teacher because she became pregnant. For many years, teachers could be fired for joining a professional organization or labor union, but Margaret Haley, of the Chicago Teachers Federation, sought change. Haley promoted a more professional approach to teaching, and she fought for traditional bread-and-butter issues: pensions, salary increases and other benefits for teachers.

She was the first woman to be on the agenda of the NEA Representative Assembly, speaking on "Why Teachers Should Organize." In this speech, she introduced issues that continue to be debated by teachers' unions and the public today.

Learn more at www.nwhp.org/resourcecenter/equalityday.php.

The Fling is for you

Each year, CEA gives members the opportunity to relax and get to know each other, meet the CEA staff, and enjoy food, music and prizes. It's called the CEA Fall Fling, and this year it will be held from 4–8 p.m. Sept. 5 at the Hilton Columbus at Easton, 3900 Chagrin Drive. Admission is free. Beer and wine can be purchased for \$2.



Teachers look forward to this event every year, and many of us get out on the dance floor and move to the music.

You will meet many fellow educators and find out more about the dynamic people who make CCS great. You will learn how CEA is working on your behalf and how you can get involved to influence public policy. You also will get a chance to meet elected officials and our endorsed candidates.

Attending the Fling is the perfect opportunity to show solidarity and "put a face to a name." Join us! It's a great way to kick off the year.

New board policy on grading at MS and HS

On Tuesday, April 22, the Board of Education approved a policy for the 2014–2015 school year dealing with academic grading procedures for middle and high schools. The policy, developed by a Joint CCS-CEA committee, standardizes the procedures for grading at the middle and high school levels including quarterly grades reflecting students' academic progress, repeat and repeatable courses, and final grade determination.

The committee's work focused on the current grading practices and procedures within CCS and research of other local, state and national school districts' grading procedures/policies, including districts across Central Ohio; Ohio urban school districts and Council of the Great City Schools' districts. Members who teach at the middle or high school level should familiarize themselves with this new policy. It can be downloaded at <http://bit.ly/ccsgrading>. CEA would like to thank the following members for their work on the Joint Committee: J. Sanchez (Northland HS), Kevin Jackson (Champion MS) and Susie Wright (CEA-R).

Reporting fraud: Safe and anonymous

Columbus City Schools values honesty and integrity and CEA does also. CCS is making a commitment to cultivate high ethical standards and to promote conduct that strengthens public trust and confidence in the integrity of our work.

It takes all of us to keep our work environment safe and secure. If you encounter a matter related to improper conduct or fraudulent acts, you may report it by using the CCS Fraud and Ethics Hotline service. The service is independently operated by a company outside the school system to maintain the anonymity of all whistleblowers.

Employees can call the toll free Hotline by dialing: (855) 678-6764. A trained, independent professional answers calls 24 hours a day, seven days a week. Callers are guaranteed confidentiality and can choose to remain anonymous. The voice-mail system does not have caller ID enabled, and no effort will be made to identify the caller. The caller will be given a case number to follow up on the status of his or her report.

Employees can log on to www.columbus.ethicspoint.com and follow the “To Make a Report” directions. You may choose to remain anonymous.

Information provided by the caller is summarized and forwarded to the district’s Office of Internal Audit for confidential followup.

Know your Contract: Reform Panel

Sometimes individual schools require changes to the *CEA Master Agreement* or District Policy. That’s why we have the Reform Panel, detailed in Article 1503 of the *CEA Master Agreement*.

The panel is a joint committee between CEA and the CCS administration that considers requests for variances to the Agreement. The process allows us to implement those ideas without violating or renegotiating our contract.

When teachers want changes, for instance a different schedule or a policy requiring student uniforms, teachers could develop a proposal and take it first to the Association Building Council (ABC) which will conduct a vote. If two-thirds of the staff approves the request, it may go to the Reform Panel. Your principal and the Senior FR must sign the proposal.

The Reform Panel is there to help you implement new programs that will benefit your students. It is also there to help you define potential problems and recommend further steps. We encourage you to make requests that you think will benefit your school’s effectiveness. The process allows you to create a new learning environment not limited by school board policies or the CEA contract.

Know the leave rules

Article 702 of the Master Agreement provides teachers with two types of paid leave: sick and personal. Both types of leave begin to accumulate in September. Each year, teachers earn a total of 15 sick leave days. Teachers are credited with 1.5 sick days on the second payday of the month from September through June. First-year teachers receive an advance of five of their sick leave days at the beginning of the year.

Teachers also earn two personal leave days each year, and they are available for use beginning Sept. 1.

Additionally, CEA has negotiated a number of paid holidays for our members including, but not limited to, Labor Day, Thanksgiving, Spring Break and Memorial Day. In order to receive pay for those holidays, teachers must be in paid status before and after the holiday. Go to <https://columbus.munisselfservice.com/> (CCS Employee Self-service website) to make sure you know your leave balance.

Religious leave—file early

Fall is a time with many religious observances, and our contract ensures that teachers have the right to participate in their religious traditions. Section 702.11 of the contract allows teachers to be absent, with pay, for a maximum of three days to observe established religious holidays throughout the school year. This leave is not deducted from any other time off. Remember: A request for religious leave must be made in writing to the Department of Human Resources at least five school days prior to the holiday.

Need legal help?

Now is the time to enroll in CEA’s Comprehensive Legal Services Plan, described in last week’s *Voice*. This plan offers you reduced rates for those personal matters requiring a lawyer—such as developing an estate plan, resolving domestic matters and dealing with traffic violations. You are automatically enrolled in the basic plan. Sign up for a more compre-

hensive package that includes more extensive coverage for matters such as personal injury.

Forms are available on the CEA website and from the CEA office. The deadline to have the fee deducted through payroll deduction is Tuesday, Sept. 30. The open enrollment period ends Friday, Oct. 31.

Meet Staff Consultant Bob Hern

Bob Hern was a technology teacher at the Northeast Career Center when he ran into a snag: his paycheck did not arrive. “CEA helped me connect with the right people to get paid,” he recalled. “Then, in the next year, I was informed that I might not be receiving the right pay rate because of my military status. I received a paycheck at the end of that school year that moved me several steps up on the scale.”



Bob Hern

Hern’s gratitude led him to union service, starting with his selection as a Faculty Representative for his building in 1998. Bob now works full time as a staff consultant for CEA.

Hern’s experience is a tremendous asset for CEA. He specializes in the technology and printing facets of the office. He also has worked as a professional photographer, and he has become our official event recorder, snapping pictures for our website, Facebook page, Flickr page and our blog.

Bob is a Columbus native who graduated from Columbus Public Schools, including Huy ES, Medina Junior High and Brookhaven HS. He enjoys helping members resolve their issues and concerns, including advocating for them around pay, healthcare or workers’ rights. During our battle against Senate Bill 5, Bob was on the front lines making sure we were protected.

When he isn’t working for CEA, Hern enjoys spending time with his wife, Janet, his daughter, stepson and two grandchildren.

Special notes

- ❑ **Apply now for \$1,250 in tuition assistance for your college student.** The CEA Members Scholarship provides assistance for members with children who are college seniors. Go to <http://bit.ly/2014CEAScholarshipAppl> to download the application form. The **deadline is 5 p.m. on Friday, Oct. 24**. For questions, call Cora Miller at 253-4731.
- ❑ **We need your contact information. Please fill out the red card** with your phone numbers and personal email address. Your information is private and will not be shared outside of the Association. Give the card to your Senior FR.
- ❑ **Attention Faculty Representatives:** The CEA Legislative Assembly will meet at **4:30 on Thursday, Sept. 11** at the **Boathouse Restaurant at Confluence Park** (679 W. Spring Street). Dinner will be provided. *RSVP* to Judy Nelson at jnelson@ceaohio.org. Include your name and the building/unit you represent.
- ❑ **The Joint Evaluation Panel** will be meeting on **Wednesday, Aug. 27**, at **6th Street Annex** to discuss and adopt changes to the Evaluation process to comply with the new state law. Information will be coming soon.

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.

Contact us today and allow our experience to work for you.

(614) 461-4455 • www.clopperlaw.com