

The CEA Voice

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It's your right to call CEA before you respond

More than thirty years ago, the U.S. Supreme Court protected unionized workers' rights to due process during questioning by a supervisor. This case, *NLRB v. J. Weingarten*, defines what's known as your Weingarten rights. If you are asked to attend a meeting with your principal or supervisor for an unspecified reason, you should exercise these rights. First, ask the principal or supervisor to clarify the reason for the meeting. You cannot refuse to attend a meeting called by your principal—to do so would be insubordination. However, you should be informed about the purpose of the meeting. If the meeting becomes disciplinary in nature, you are entitled to CEA representation upon your request. (Your principal might not tell you this.) The choice of representative is up to you. This is your right as a dues-paying CEA bargaining unit member.

Your administrator should never arrange for representation on your behalf. Once you request representation, the administrator must arrange the meeting at a time when your 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 the representative. CEA suggests representation any time the purpose of the meeting is one of the following:

- Any type of disciplinary action
- Investigative meeting
- Reprimand
- Infraction of a work rule or board policy
- Questions concerning requests for or uses of leave
- Allegations of abuse

If you have any doubts about your situation or don't understand what is happening, call CEA at 253-4731 immediately.

PROTECT YOUR RIGHTS	WEINGARTEN RIGHTS
	WHEN YOU ARE CALLED TO YOUR ADMINISTRATOR'S OFFICE
Columbus Education Association	What do you do if you are asked to attend a meeting with your principal or supervisor for an unspecified reason?
(614) 253-4731	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 • Investigative 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

Testing advisory committee begins its work

The Ohio Senate's testing advisory committee is up and running. It met Mar. 18 to review background, set the agenda and move towards spring recommendations for changes in the standardized testing delivery plan.

Kim A. Jones, a CEA governor, is on the Ohio Senate Advisory Committee on Testing. She joined 27 other teachers, superintendents and policy experts at the Riffe Center to begin the work. She said she is optimistic.

"At some point during our time together we are going to have personnel from PARCC, from Pearson (and other test developers) listen to our concerns," she said. "This process is solution-oriented and not just a gripe session. It feels like the

testing situation is a problem; our legislators know it and they want to fix it."

The first meeting was mostly about testing definitions and terminology, said Jones. At its next meeting, the committee will review results from surveys sent to teachers, principals and superintendents across Ohio asking for the amounts of instructional versus test time spent in their districts as well as any technology issues with the testing and ratings of satisfaction with the testing process.

The Advisory Committee is led by Senate Education Chairwoman Peggy Lehner, and was formed in response to complaints from parents and administrators about the amount of time used to administer standardized tests. Members come from across the state. A list is available on the committee's website.

The committee is discussing concerns about the volume and frequency of standardized testing and will review the PARCC math and language arts assessments, as well as the AIR science and social studies state assessments. It plans to advise the Senate as it considers recommending alternative tests and/or modifications, and to discuss modifying the testing schedule for next year. The committee will deliver its report in the spring.

Meanwhile, the Senate and House are considering versions of legislation that would shave testing time to two percent of the school year, give local districts more control over what tests are used to evaluate student progress and redefine the use of student growth measures to evaluate teachers.

Your Association needs every member to speak up regarding the problems with testing. To submit your ideas on how to improve it, go to <http://sact.ohiosenate.gov/>, where it is soliciting public comments for improvement in the state's educational system.

CEA Awards & Retirement Banquet

Join us for one of our most cherished events, the Annual CEA Awards & Retirement Banquet. This year's dinner will be held Saturday, May 16, in the ballroom of the Hilton Columbus Downtown, 401 N. High Street. The social hour will begin at 6 p.m., followed by dinner at 7 p.m.

Each year on this evening, CEA delivers a moving tribute to the service of our retiring members and presents awards including: Innovator in Education, Outstanding Faculty Representatives, Outstanding Member and Friend of Education. In addition, five scholarships will be awarded to children of members.

We would love to see you at this year's banquet. If you are retiring, your ticket is free. Additional guests are \$35. Due to the large number of retiring teachers, retirees are limited to one guest. To make reservations return the reservation card, together with the information sheet you received via U.S. mail, to the CEA office. Checks should be made payable to the Columbus Education Association. If you are a Senior Faculty Rep., you will also receive a complimentary ticket. All reservations must be received by Thursday, Apr. 2. Call CEA at 253-4731 for more information.

Are you ready for the May primary?

Monday, Apr. 6, is the deadline for voter registration for the May 5 Ohio primary election. Voters will select many key officials, including those running for Columbus Mayor and seats on Columbus City Council. Voting is one of the most important ways you can ensure that your voice is heard. It is the only way you can have a hand in choosing elected officials who are friends of public education and of public school teachers. We urge you to make sure your voter registration is up to date.

You can fill out a form online at <https://vote.franklincounty-ohio.gov/voters/registration.cfm>. Please note that you will still be required to print out the form and mail it to your county board of elections.

Moved? You must re-register your address with the board of elections. You can do that online at <https://olvr.sos.state.oh.us/ovru/Modify.aspx>, where you also can download a printable form. If you forget to change your address, you can vote on paper provisionally, but your vote will not be counted immediately.

Go to <http://www.sos.state.oh.us/sos/elections/Voters.aspx> for more information on identification forms required in order to vote.

You may request an absentee ballot at www.MyOhioVote.com. In-person absentee voting begins Apr. 7 at your board of elections. In Franklin County, the location is 1700 Morse Rd. Here are the hours:

- 8 a.m.–5 p.m. on these weekdays: Apr. 7–10, Apr. 13–17, Apr. 20–24, Apr. 27–Friday, May 1
- 8 a.m.–noon, Saturday, May 2
- 1–5 p.m., Sunday, May 3
- 8 a.m.–2 p.m., Monday, May 4

To find your polling place, go to <https://vote.franklincounty-ohio.gov/voters/polling-locations.cfm>.

This is a critical time for educators. Don't skip your trip to the polls.

Understanding CEA

The Columbus Education Association was established in 1925 when the Women's Teachers Association of Columbus Ohio merged with the Columbus Men's Teachers Alliance. It was initially called the Columbus Teachers Federation but was changed to the Columbus Education Association (CEA) after CEA had developed a long-time association with OEA and NEA.

CEA went through major changes in the 60s and, during the 1968–1969 school year, adopted its first written master agreement. The *CEA Master Agreement* was one of the first in Ohio. The first salary schedule had a beginning bachelor's salary of \$6,600. In 1974 CEA formally affiliated with NEA and OEA. This assured a stronger state and national voice for educators in Columbus.

The CEA leadership consists of the President and Vice President. These officers are elected every two years by the membership. The CEA Secretary and Budget Director are appointed by the CEA President and approved by the CEA Board of Governors. Members of the Board of Governors are elected to serve three-year terms and represent eight regional districts, two district-wide districts and at-large governors. Each building has a Senior Faculty Representative and additional faculty reps, depending on the size of the staff. Faculty Representatives are elected every odd year and are elected by the members in their buildings/units. CEA strives to ensure that there is representation accessible to the membership at all levels.

Along with the elected officers and positions, CEA has three full-time released staff members who work at the CEA office located at 929 East Broad Street. These Staff Consultants are here to serve the membership. They are available to answer members' calls, file grievances on behalf of the membership, represent members in disciplinary meetings, hold building meetings, represent CEA on various committees and anything else needed to support the work of the Association.

CEA is the sole representation for the membership within

Columbus City Schools. CEA works to advocate for its members within the district, the state and throughout the nation. Look for more information regarding your Association and what we are doing in upcoming editions of *The Voice*.

PD opportunity for 4–9 teachers

Do you need resources for science? How about five free graduate credits? The 2015–2016 session of OP2: Operation Physics is now accepting applications. This course helps teachers in grades 4–9 develop their understanding of physical science and provide concrete ideas that can be taken back to the classroom. Participants receive free tuition and five semester hours of graduate credit through Otterbein University, as well as materials that allow for immediate classroom implementation of the hands-on activities used in the course.

Email Karen Richards at krichards1220@columbus.k12.oh.us or Dr. Heckler at wshermanheckler@otterbein.edu to request more information or an application.

Keep active with CEA-R

CEA-R members never stop learning. This organization offers many activities. Upcoming events include a visit to the Columbus Zoo, lunch with an actress portraying Coretta Scott King and a tour of Glass Axis gallery and glass-blowing workshop.

Here is a list of upcoming events:

- Apr. 9: Westerville Wine Walk, lunch and visit to the Anti-Saloon League Museum
- Apr. 29: "A Serenade on Broadway" show, lunch and shopping in Milford, Ohio
- May 5: Tour of the old Mansfield Reformatory, followed by lunch
- May 20: A movie at COSI about the city of Jerusalem, followed by lunch
- Book Club: Second Tuesday of each month at Griswold Center, 777 N. High St.

Go to: <http://www.cea-retired.com/> to get details about the full schedule.

Special notes

- ❑ **Election campaigning will end on Mar. 30**—and so will the voting period for **Governors for Districts 3 and 6, 2015 NEA Delegates, 2015 NEA State Delegates At-Large and 2015–2016 OEA Delegates. Votes will be tabulated Mar. 31.** If there are run-offs, voting will take place from Apr. 21–May 4, with votes tallied on May 5. The races for both High School Governors At-large and the race for District 10 Governor were uncontested and these seats have been filled by acclamation.
- ❑ You could receive a **Teachers' Dream Grant: \$500– \$5,000** for innovative projects focusing on academic enrichment, increasing student achievement, closing the achievement gap, improving school/community relations and improving the classroom learning climate. Submit your request online by **Apr. 17, 4 p.m.** Call **Andrea Richardson** at 365-5733 for more information.
- ❑ The deadline for CEA Scholarship Applications is Apr. 17 at 5 p.m. Eligible high school seniors have proven cumulative grade-point averages (GPA) of 2.5, are children or grandchildren of CEA or CEA-R members and full-time students while enrolled in college. Awards include the \$1,500 Christa McAuliffe Scholarship; the \$1,000 CEA General Scholarship; the Grossman Memorial Scholarship; and a one-year scholarship awarded by CEA-R and the Rhonda Johnson Scholarship Fund. Visit <http://bit.ly/2015ScholGuidlines> to download an application or call the CEA office at 253-4731.
- ❑ **Registration is open for CCS/OSU Outreach Courses** for Summer Term. Visit <http://www.columbus.k12.oh.us/osu> (you may need to use Internet Explorer), click on "Summer 2015 Courses," then read through the information pages to get to the list of courses. They include subjects in Reading, Special Education and TESOL.
- ❑ Note the following **211 calendar dates**: Apr. 13–16, Round 2 interviews; Apr. 29–30, job fairs (Hudson Distribution Center Library).
- ❑ The following schools/units have **approved alternate interview panels**: Gables ES and Marion-Franklin HS.