

# The CEA Voice

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Columbus Education Association

November 27, 2017

## Stop the GOP Tax Scam Runaway Train



With unprecedented speed, Republican leadership is rushing to jam through a massive tax giveaway to the wealthy and corporations in the next few weeks. Despite 13 Republicans joining Democrats in opposition, the House passed its tax bill by a vote of 227-205. The Senate Finance Committee, on a party-line vote, approved its own tax bill, setting up a vote on the floor the week after Thanksgiving.

Both bills give huge tax breaks to the wealthy and corporations paid for by working families and students. Both bills raise taxes on some working families, according to Congress's own nonpartisan tax analysts. Both bills eliminate the ability of taxpayers to deduct state and local taxes, which is projected to blow holes in state and local budgets and put education funding at risk of cuts as high as \$370 billion over the next decade, costing hundreds of thousands of educator jobs. Incredibly, both bills allow corporations to continue claiming the state and local deduction even while taking it away from individuals and families.

The House bill also eliminates the popular educator tax deduction of \$250 annually to help offset the costs nearly all educators incur to purchase school supplies for their students - but businesses can still claim a deduction for buying business supplies. It includes a voucher-like provision that allows wealthy families to sock away up to \$10,000 a year in a tax-free account to pay for private school tuition - an idea championed by Betsy DeVos.

The upcoming fight is now in the Senate, where we need to raise our voices once more to stop a terrible bill from going forward. GOP leaders decided to also add a partial repeal of the Affordable Care Act (with no replacement) to their tax bill, which will cause 13 million Americans to lose health coverage and premiums to spike. The reason? To pay for tax giveaways to the wealthy and corporations.

Don't sit this out. To tell the Senate to VOTE NO on the tax bill by going to: <http://bit.ly/2jGVAL2>.

## You Are Not Alone: EAP is Here

From time to time we all feel stressed out. We have a tough job, and personal problems on top of everyday challenges can make even the strongest among us feel

Your GuidanceResources® Program	
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alone sometimes. Luckily, one of your negotiated benefits is the Employee Assistance Program, also known as EAP. It is a way for you to obtain help with no cost to you for confidential and private counseling services. The program is run by ComPsych, which provides supportive resources via phone and website.

When you call 800-774-6420, you can get a referral for matters related to work, family, health and other areas of your life. Referrals include free, short-term counseling for stress, depression, grief, substance abuse, family and caregiving consultation, legal and financial issues, household matters and personal and family safety. It is a good idea to consider counseling if you:

- Feel overly preoccupied with a problem
- Fail repeatedly to solve it by yourself
- Find yourself denying that a problem exists or hoping it will go away
- Feel that you don't have the resources to solve it
- Feel unhappy most of the time
- Experience problems with family or friends because of it or get tired or sick from it.

ComPsych's website, [www.guidanceresources.com](http://www.guidanceresources.com), features articles, assessments, webinars, financial calculators, searchable databases, skill builders and more. When you go to the website, use CCS as the company ID to register.

## Spring Election Nears

The following positions will be open in the 2018 CEA Spring Elections: CEA President; CEA Vice President; Governors in Districts 3 and 6; High School Governor-At-Large (2 positions); 2018 NEA Delegates, 2018 NEA State Delegates At-Large, and 2018-2019 OEA Delegates. Members may declare their candidacy from Jan. 8 to Feb. 9. Campaigning begins Jan. 8 and ends Mar. 13. Voting begins Feb. 28 and ends on Mar. 13; votes will be tallied Mar. 14. In the event of a spring run-off election, campaigning will begin Mar. 15 and end Apr. 24. Voting begins on Apr. 9 and end Apr. 24; votes will be tallied on Apr. 25.

Declaration of Candidacy forms may be found at [ceaohio.org](http://ceaohio.org) under the Forms tab, or you may request one by calling CEA at (614) 253-4731. Additional information on these elections will be published in The CEA Voice and on the CEA website at [www.ceaohio.org](http://www.ceaohio.org).

## Congratulations United Way Prize Winners

The district's United Way campaign ended on Thursday, Nov. 2. Your Association would like to congratulate the following individuals who gave generously and were the United Way Prize Winners for 2017:



### **\$500-Leadership Grand Prize (2) \$150 Target Gift Card**

Kim Roth, Oakland Park ES (Teacher)  
Michele Van Dyke (Administration)

### **\$60+ Level Payroll Deduction Prize (1) \$100 Target Gift Card**

Linda Koone, Berwick K-8 (Classified)

### **\$250 Level Prizes (4) \$50 Amazon.com Gift Card**

Yeh-Fen Chin, Cols. North International 7-12 (Teacher)  
Charmaine Tinker, Medina MS (Administration)  
Virginia Morelli (CEA-r)  
Terri Rosenthal, North Linden ES (Teacher)

### **\$125 Level Prizes (8) \$30 Target Gift Card**

Barb Wolz, Sherwood MS (Classified)  
Carene O'Connor, CAHS (Classified)  
Leslie Sims, Woodward Park MS (Teacher)  
Ronda Stewart, PAR (Teacher)  
Christine Slebodnik, Georgian Heights ES (Teacher)  
Paige Carpenter, Sullivant ES (Teacher)  
Maralyn Conaway (CEA-r)  
Tina Jacobson, Huy/A.G. Bell ES (Teacher)

### **\$60 Level Prizes (5) \$10 Gas Cards**

Deb Shepherd, Northland HS (Teacher)  
Janet Cesner, Latchkey (Teacher)  
Aline McMahan, Ecole Kenwood K-6 (Classified)  
Lisa Stamos, Sullivant ES (Administrator)  
Kirk Bardos, Wedgewood MS (Teacher)

## **CEA's MLK Dinner**

The 39th Annual CEA Dr. Martin Luther King, Jr. Awards dinner is Thursday, Jan. 11, 2018. Dr. Marc Lamont Hill will deliver the keynote address. The dinner will be held at the Hyatt Regency Columbus. Tickets are \$35 per person, or \$280 for a table of eight. During the dinner CEA will present awards to individuals who exemplify the spirit of Dr. King's work

The Dr. Martin Luther King, Jr. Humanitarian Award marks distinguished service in the community in the areas of education, social justice or human and civil rights. Anyone except current employees of the Columbus City Schools are eligible to receive this award.

The Helen Jenkins Davis Award is named in honor of the first black teacher hired by the Columbus City Schools. Mrs. Davis, who was hired in 1918, was also the first witness called in the 1976 school desegregation trial in Columbus. The Davis Award is presented annually to a CEA member who has promoted social justice, diversity and human and civil rights. Join us for this great event that honors the legacy of one of our great Civil Rights Leaders. To reserve your seat call CEA at (614)253-4731.

## **Know Your Contract: Using the Reform Panel**

The Reform Panel (Art. 1503) is a joint committee consisting of CEA and administration. The panel seeks to improve educational processes by considering requests for variances to the CEA Master Agreement or board policy. The panel also forms committees on some state-mandated issues.

Schools can come to the Reform Panel to ask for variances from the contract. For example, if a middle school wants a schedule different from the eight-period day, or if a high school or middle school special education teacher wants to teach six periods rather than five in lieu of a duty, teachers could develop a proposal to submit to the Reform Panel. If teachers at a particular school want to institute school uniforms or segregate classes by gender, the Building Leadership Team can do research on the issue and create a proposal and rationale. If two-thirds of the staff approves

the request, it may be presented to the Reform Panel. A majority of Reform Panel members must approve variance requests. The CEA President and the CCS Superintendent must agree to the changes.

You may begin the variance process by making a suggestion to your ABC. The Senior Faculty Representative conducts a secret ballot building vote, and then refers it to the Reform Panel with signatures from both the principal and Senior FR.

Create a cadre of staff members and parents to seek new and innovative programs that would benefit your students. Do your research and make a proposal. The Reform Panel will also help you define potential problems and recommend further steps.

We encourage you to make requests that you think will benefit your school's effectiveness. This process allows you to create a new learning environment not limited by board policies or the CEA contract.

## **Become a PAR CT**

Do you possess one of the following certification areas: Special Education, Unified Arts, World Languages, High School (All Subjects) or Licensed Support Professional? While all are encouraged to apply, we are specifically in need of PAR Consulting Teachers (CTs) in these areas for the PAR Pool. Current certificated CEA members who want to grow as a teacher leader and support others are encouraged to apply. PAR CTs provide consulting, coaching/feedback, and support services to intern and intervention teachers who enter the CCS PAR Program. CTs must complete the OTES and Resident Educator training through the Ohio Department of Education. For a complete list of the qualifications needed to be a PAR CT, go to: <http://bit.ly/PARct18>.

Applications will be accepted from those who meet the selection criteria to be placed in the PAR Pool for consideration based on district needs. Those chosen to be placed in the PAR Pool will remain active for five years. Selected CTs may serve for up to four years. In addition to submitting a letter of interest and a resume, each applicant is required to have three letters of reference from the following: current building administrator, a CEA member and a professional reference. The application deadline is Friday, Jan. 12, 2018 at 4:30 p.m. All documents should be submitted to CEA President Tracey D. Johnson at the CEA Office. This is a selective interviewing process. Selection to be in the PAR Pool does not mean an immediate placement.

## **CEA Town Hall**

Your Association is sponsoring a Town Hall event for CEA members to come and meet the CEA officers, District Governors and staff. Come to learn more about your Association, the Master Agreement or just ask questions. This informal event is open to all CEA members. The Town Hall will be held at Arts Impact MS on Wednesday, Dec. 13 at 4:30 p.m. To RSVP, go to: <http://bit.ly/CEAth17>.

## **Catastrophic Leave Donation Request**

Carley Morrison and Michael Hood are in need of donated days. To donate, enter your name at the top of the CCS "Report of Employee Absence" form. In the "Comments" section write the words, "Catastrophic Sick Leave Donation." Be sure that you and your principal or supervisor sign the form. Indicate on the form the individual you would like your donation directed toward. Send your completed form to: 270 East State Street, Attention: Leave Department.