

# The CEA Voice

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Columbus Education Association

January 29, 2018

## Budget Woes

On Thursday, January 18 the District administration presented \$21.5 million in proposed budget cuts for next school year to the District's Finance and Appropriations Committee. These recommendations are a result of the unfair funding system of the state of Ohio. The District lost \$83



million in fiscal year 2017. In fiscal year 2018, the District stands to lose \$110 million. As a result, the District is projecting a deficit of \$88 million at the end of the 2019-2020 school year and a \$224 million deficit at the end of the 2020-2021 school year.

In an email sent to the CEA membership on Friday, January 19, the Association outlined what the District is referring to as their proposed recommendations. This includes \$21.5 million in cuts achieved through a combination of cuts in personnel and non-personnel items. The District's proposal calls for a total of 163.5 Full Time Equivalent positions (FTEs) to be reduced. These reductions would account for approximately \$15 million of the total \$21.5 million in cuts. The remaining \$6.5 million in cuts would come from non-personnel items.

The CEA leadership has been in conversation with the Administration expressing our disappointment and deep concern regarding the proposed recommendations. With staffs already functioning at minimal staffing allocations, we see any additional cuts having a negative impact on the already challenging work being done.

CEA has asked the District to slow the process down and really look at all aspects before they reduce any staff at the building level. While we understand the need to tighten the budget we hope the District will rethink its initial recommendations and look at other avenues. Academic Services is taking the largest hit with the proposed recommendations. We agree with Board Member Mary Jo Hudson when she said, "There are other cows in the pasture."

While no decision has been made regarding the District's proposed cuts to the budget, we ask the CEA membership to continue contacting the members of the Columbus Board of Education to share with them:

1. Your concerns regarding the negative impacts of the District's proposed cuts on our students.
2. Any budget items not identified on the budget list that should be investigated and considered in this process.

## Winter Is Coming for Unions Everywhere

Reprinted from NEA President Lily Eskelsen-Garcia's Blog "Lily's Blackboard"



Strong unions help to create strong schools for students and even stronger communities that benefit all of us. **This, we know.**

For generations, unions have been the best path to the middle class for working people, especially people of color and women. **But in this rigged economy, unions are under attack, and those attacks are coming not just from the White House and Capitol Hill.** They're happening at the ballot box and at the Supreme Court with cases like Janus.

Today, the National Education Association and the American Association of University Professors submitted an amicus brief today with the Supreme Court in the case of Janus v. AFSCME, Council 31.

At issue in Janus is whether non-union members, who share in the wages, benefits and protections that have been negotiated into a collectively bargained contract, may be required to pay their fair share for the cost of those negotiations.

The National Right to Work Committee, an organization with deep ties to the Koch brothers, is asking the Court to read into the First Amendment a right-to-work law for the entire public sector. As our brief explains, the First Amendment has never been so interpreted and doing so would conflict with the Court's long-established deference to state decisions about their public workforces.

The Janus case presents a real test for the court. If facts, merit and law are considered, then the justices must rule in favor of upholding 40 years of precedent that support the authority of state and local governments to choose to have strong public sector systems of collective bargaining.

The politically-motivated backers behind Janus know this case is nothing more than a smokescreen for what they're really trying to do. Point blank, this case is an assault on the freedoms of working people to earn a better life for themselves and their families while it works to write the rules further in favor of their own special corporate interests and other billionaires.

Oral arguments in the case will be heard on Monday, February 26 and a decision is expected by June. We'll be in touch in the coming weeks with more information about the

case, how it could affect our work, and what you can do about it. So stay tuned.

## Right to Work in Ohio

One State Representative wants Ohio to become a right-to-work state. And he wants the people to decide at the ballot box. Sound like SB 5? It is. Except the politicians that voted for that legislation are taking that vote to you—the people.

Rep. John Becker (R, Union Township) recently introduced six proposed amendments to the Ohio constitution, that, if passed by Ohio voters, would severely impact unions and the fight for the middle class in Ohio. The proposals include the following:

- Pass private-sector right to work: No worker at a private business would be required to join a union. Under the current system, employees cannot be forced to join unions. However, state law allows collective bargaining agreements to require "fair share" payments.
- Create public-sector right to work: No worker paid by taxpayers would be required to join a union. In both public- and private-sector right-to-work proposals, a person who opts out of the union would not be entitled to the benefits of collective bargaining.
- Eliminate prevailing wage: Repeals state law that requires a negotiated hourly wage for skilled trade workers on public construction projects. The wage, which is set through collective bargaining agreements with unions, includes vacation, pensions, health insurance and other items.
- Eliminate required union dues: Prohibits state and local government from withholding union dues. Unions also could not spend workers' money on political activities without workers' consent.
- Ban project labor agreements: Eliminates the requirement that states and cities work with unions on construction projects.
- Union recertification: Requires annual votes by public-sector workers to grant their unions permission to negotiate contracts on the workers' behalf. A similar law passed in Iowa was seen as a move to bust unions.

What can you do to fight right-to-work in Ohio? Attend We Are Ohio's event on Saturday, Feb. 24. More information about this event will be coming.

## Article 211: Alternative Interview Panels

During the week of January 22, administrators and FRs participated in Article 211 Training. It is now time to establish an Interview Panel. The Master Agreement defines the panel as: administrator, Senior Faculty Representative (SFR), one elected member of the Association Building Council (ABC) and two parent/community members. This is the traditional panel.

If a building would like to have something different than the traditional panel, they must request approval for an Alternative Interview Panel from CEA President, Tracey D. Johnson no later than 4:30p.m. on Friday, February 9. The request for an alternative interview panel must be submitted in writing and signed by both the SFR and administrator. Requests can be sent via school mail, fax (614) 253-5052 or email [tjohnson@ceaohio.org](mailto:tjohnson@ceaohio.org). If you email your request, be sure to scan the document to show both signatures. Approvals for alternative interview panels will be listed weekly in The CEA Voice.

## Deduct Your Association Dues

You can still deduct a portion of your 2017 union dues. These are considered unreimbursed employee expenses and may be deducted on Schedule A (Form 1040) Line 21. This type of deduction is subject to a minimum. It must amount to more than 2 percent of your adjusted gross income. Consult IRS Publication 529 for more details. Visit [www.irs.gov](http://www.irs.gov). Search

for "union dues." The table shows your deductions for Association dues for the 2017 tax year.

Deduct your dues		
<b>Full Dues</b>	<b>Plan A (21 Pays)</b>	<b>\$850.30</b>
	<b>Plan B (26 Pays)</b>	<b>\$849.02</b>
Switched from:	<b>Plan A to B</b>	<b>\$791.98</b>
	<b>Plan B to A</b>	<b>\$907.34</b>
<b>Half Dues</b>		<b>\$484.08</b>
<b>Quarter Dues</b>		<b>\$296.03</b>

## Reminders:

- The deadline to inform your administrator of your preference to teach a particular grade level or subject area at your current school for the 2018–2019 school year is February 1. Section 211.05 of the CEA Master Agreement allows members to express their teaching assignment preferences in writing for the following school year to the building principal. There are no guarantees, but our agreement gives members this opportunity.
- CEA Spring Election: The following positions are open: 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).
- CEA will be hosting two All-District Meetings for members to meet the candidates running for positions in the Spring Election. The meetings will take place on Tuesday, February 13 at The Berwick Manor, 3250 Refugee Rd. Columbus, OH 43232 beginning at 4:30p.m. The second meeting will be held Thursday, February 15 at the 94<sup>th</sup> Aero Squadron, 5030 Sawyer Rd. Columbus, OH 43219 beginning at 4:30 p.m. Members can select which meeting they would like to attend. All candidates running for a position should plan to attend both meetings.
- Bargaining Workshop Session 2, School Funding, will be held on Wednesday, February 7, 2018. The session will take place at the Columbus Downtown HS and will begin at 4:30 p.m. With talks of the District's impending deficit in five years it is important we understand how school funding works in Ohio. The Ohio Education Association (OEA) will facilitate this session. All CEA members are welcome to attend. CEUs will be granted.
- The Spring 2018 Fee Waiver Applications will be in all buildings on Monday, January 29, 2018. The completed fee waiver application is due back to 889 East 17<sup>th</sup> Avenue by Friday, February 9, 2018, by 5:00pm. If you are a Priority 1 or a Priority 2 status, please be sure to include the proper documentation with your completed fee waiver application. Documentation is required with each fee waiver request. Your Priority status will change to a Priority 3 without the proper documentation. Please call Leslie Butler, 889 East 17<sup>th</sup> Avenue, (614) 365-5039 or email her at [lbutler@columbus.k12.oh.us](mailto:lbutler@columbus.k12.oh.us) if you have any questions.

SAVE THE DATE

**SATURDAY, FEBRUARY 24 | COLUMBUS, OH**

JOIN US FOR A MARCH AND RALLY IN COLUMBUS AS WE STAND TOGETHER AGAINST

**"RIGHT TO WORK"** BECAUSE IT'S WRONG for working families, WRONG for Ohio and WRONG for all of us.

FOR MORE INFORMATION, VISIT [WEAREOHIO.COM/RALLY](http://WEAREOHIO.COM/RALLY)

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