

The CEA Voice

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Columbus Education Association

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We Must Stand United



Written by Elaine Eddy, President
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Many members have stated that they do not want to engage in politics. Many would prefer that we simply focus on the day to day operations of Columbus City Schools. Unfortunately, politics impacts every aspect of our work. Testing and RIMPS are legislated. How schools are funded, legislated. Our ability to collectively bargain a contract, legislated. But now there is a case currently being heard by the Supreme Court that can destroy our very existence.

You may have already heard about Janus vs AFSCME. It is another attempt similar to Senate Bill 5 to weaken unions, but this time it is by banning the fair share fee. Its end game is a politically-motivated attack to use the Supreme Court to attack Unions.

CEA is the sole representative for all of our collective bargaining matters. CEA is required by law to represent and negotiate on behalf of all of us and all of us receive the same wage increases, benefits and workplace rights that our Association is able to achieve.

A few have chosen not to be a member of the CEA and that is their right. They are, however, required to contribute to the cost of representation, whether through membership dues or a "fair share" fee. Because all of the CCS teachers are entitled to the same benefits, job security, and other protections that CEA negotiates, it's only fair that everyone chip in for the cost of that representation. This is where Janus comes in.

Work Foundation and the other corporations / individuals want to drain unions of funds that have allowed us to make a secure salary, fair and equitable work conditions, retirement securities, health benefits, etc. They are using their massive fortunes to gain outsized influence in politics, chipping away at the progress people in unions have won over the years. Now they want the highest court in the land to take that away from us.

If Janus passes, you are going to be showered with information about why this is "good." IT IS NOT GOOD! The opposition is going to influence your decision through the "golden nugget." What is the golden nugget? The golden nugget is that you will not pay any dues. They will entice you to become a non-member so that you will pay \$0 in dues. That sounds great for all of us doesn't it? If our Association members choose to become non-members, over

time this will begin to erode all the good we have and will negatively impact our Association as follows:

- It will make us more vulnerable to the outside pressures who believe that we do not work very hard, we have "Cadillac" insurance, we make too much money, we get three months off every year, coupled with ~ we have sick and personal leave, etc.
- We will lose our ability to maintain what we have because a Board of Education may feel empowered because CEA no longer has the membership to support/negotiate raises, maintain current health care, 15 annual sick days, and other benefits that currently exist.

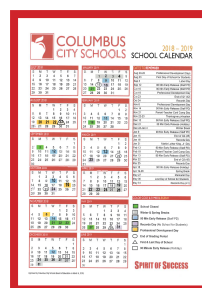
If our CEA members begin to choose to be non-members, we become like one of the 27 states that have Right-to-Work laws: Alabama, Arizona, Arkansas, Florida, Georgia, Idaho, Indiana, Iowa, Kansas, Kentucky, Louisiana, Michigan, Mississippi, Missouri, Nebraska, Nevada, North Carolina, North Dakota, Oklahoma, South Carolina, South Dakota, Tennessee, Texas, Utah, Virginia, Wisconsin, and Wyoming. Most of these states have low salaries, horrible benefits and no due-process. They also make up some of the lowest performing states in the nation.

I ask you to reach out to have a conversation with any of our colleagues who have come from a right-to-work state. Ask them what it is like. Let them tell you their stories. Reach out to your family and friends who are educators in those states and ask about their working conditions, their contractual rights (that's right, they don't have contractual rights).

We are sharing this information with you not to worry you, but to keep you informed on decisions that potentially could directly impact us individually and/or as an Association. I know no one wants to give up what we have fought so hard to gain. The Janus decision will certainly need each of us to stay together as one strong united CEA. We will continue to closely follow this Janus case as it travels through the Supreme Court and keep you updated.

School Calendar is Official

At their March 6 meeting, the CCS Board finally adopted the school calendar as voted on by CEA membership. CEA sent the calendar the membership voted on to the Board back in October. We are not sure why it took so long to finally have it approved. The first day of school for teachers for the 2018-2019 school year is Monday, Aug. 20. The last day for teachers is Friday, May 31. Here are other important dates:



Aug. 20-22	Professional Development Days
Aug. 23	First Day of School for Students
Sep. 3	Labor Day
Sep. 12	90 Min Early Release (Staff PD)
Oct. 10	90 Min Early Release (Staff PD)

Oct. 19	Professional Development Day
Oct. 23	End of Q1
Oct. 24	Records Day
Nov. 6	Professional Development Day
Nov. 14	90 Min Early Release (Staff PD)
Nov. 21	Parent-Teacher Conf. Comp Day
Nov. 22-23	Thanksgiving Vacation
Dec. 12	90 Min Early Release (Staff PD)
Dec. 21	30 Min Early Release (Holiday)
Dec. 24-Jan 4	Winter Break
Jan. 9 90	Min Early Release (Staff PD)
Jan. 15	End of Q2
Jan. 16	Records Day
Jan. 21	Martin Luther King, Jr. Day
Feb. 13	90 Min Early Release (Staff PD)
Feb. 18	Parent-Teacher Conf. Comp Day
Mar. 13	90 Min Early Release
Mar. 22	End of Q3
Mar. 25	Records Day
Apr. 18	30 Min Early Release (Holiday)
Apr. 19-26	Spring Break
May 27	Memorial Day
May 30	Last Day of School for Students
May 31	Records Day

Donating books is the right thing to do; and, you might win a prize. We will be giving away five \$100 VISA gift cards to randomly selected members who donate at least three new books to the campaign. Give your books to your FR or building campaign chairperson, and ask for the entry form. You should receive an entry for every three books you donate. Send completed forms to Teri Mullins at the CEA office no later than Friday April 13th. The drawing will take place on Monday, April 16th.

For more information about the campaign, call Teri Mullins at CEA (253-4731) or tmullins@ceaohio.org

It's Time to Build Coalitions

On Wednesday, March 7, a small group of CEA members gathered for the second installment of our CEA Bargaining Workshop series on school funding. Members were given a presentation by CCS Treasurer Stan Bahorek of the District's Five-Year Forecast. OEA staff members Nick Gurich and Alex Nelson gave an in-depth presentation on school funding in Ohio and the impact our current funding model has had on the budget situation here in Columbus.

Our next session will be held on Wednesday, April 25 starting at 4:30 p.m. at the OEA Headquarters. This session will continue to focus on school funding and how we build coalitions to address this and other issues. Other associations, parent organizations and community members will be invited to this session to strategize on how we can make changes in Ohio that benefit our students. We hope that many of you plan to join us. We know it will take all of us working together to improve our working conditions therefore improving the learning conditions for our students.

Article 211: Round 1

Below you will find the dates for Round 1 of the Article 211 process. We realize there is a huge gap between the postings and the interviews during this Round but it could not be helped. This was done to make sure Article 211 was completed before the end of the school year and that no activity took place during Spring Break or Woodcrest Intercession.

- Tuesday, March 20: Round 1 Postings OPEN (All known openings by 5:00 pm)
- Monday, March 26: Round 1 Postings CLOSE (Applications no longer accepted)
- March 30 - April 6: SPRING BREAK (NO ACTIVITY)
- April 9 – 20: WOODCREST BREAK (NO ACTIVITY)
- Monday, April 23: Round 1 Interviews Open
- Friday, April 27: Round 1 Interviews Close (Selection Agreement Forms and Rosters sent to Principals at 5:00 pm)
- Monday, April 30: Selection Agreement Forms due to Human Resources by 5:00 pm

Save the Date: CEA Awards and Retirement Banquet

Teaching can sometimes be a thankless job. But your Association believes in recognizing those who have dedicated their lives to education and to the Association. Mark your calendar for this year's CEA Awards and Retirement Banquet. The banquet will take place of Saturday, May 19. The event will be held at the Hyatt Regency Columbus. This is a wonderful opportunity to honor our retirees. We will also give out special awards such as, the CEA Friend of Education, Innovator in Education, Outstanding Faculty Representative for each CEA District and Outstanding CEA Member. The CEA scholarship recipients will also be announced at this event. All retirees and Senior Faculty Representatives are invited to attend at no cost to you. Plan to join us for this wonderful celebration. More details to come in the CEA Voice.

Know Your Contract: Paid Holidays

Section 1501.03 of our contract provides for certain paid holidays throughout the school year, including our six-day Spring Break. However, pay for holidays is not a given. Members who are not in a "paid" status the day immediately preceding the holiday and the day immediately following the holiday will not receive holiday pay. If you are absent and you are not on paid sick leave or personal leave, you will forfeit the pay for those holidays.

Got new books? Bring 'em!

Not every child has a library of books at home. Let's help our third-grade students jump start a life-long love of reading. Join us by helping to supply a new book for every third-grade summer enrichment packet. You can support our campaign by donating at least two new books appropriate for children reading on the pre-primer through third grade reading level. Your FR has a suggested book list.

Reminders:

- Remember, it's not too late to give to UNCF. Thank you to Indianola Informal K-8 and Professional Learning & Licensure and Valley Forge ES.
- The Scholarship Committee is taking applications for CEA and CEA-R Scholarships for our members' children. Applications are due at 4:30 p.m., Thursday, March 29, 2018. You can find the application at <http://bit.ly/ceaspringschol18>. The Scholarship application must include the following:
 1. A statement of the student's personal philosophy and goals.
 2. Two references: One from a current academic instructor with whom the student has studied during the past year, and one from someone other than a relative. Send completed applications to:

Columbus Education Association
Attn: Spring Scholarship
929 E. Broad Street Columbus, OH 43205