

The CEA Voice

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Columbus Education Association

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What is JANUS?

As Prepared by OEA

Janus v. AFSCME is a politically motivated attack to use the U.S. Supreme Court to divide and conquer our union by eliminating fair share fee. The question being considered by the Court in the case is simple: Is it a violation of the First Amendment to require that public-sector workers covered by a collective bargaining agreement pay a fair share fee? If the court finds in favor of Mr. Janus, it will immediately become illegal to collect fair share fees, fees that are collected from individuals who receive the benefits of the union but choose not to be members. However, all other provisions of the collective bargaining agreement will remain intact.

Will the Janus decision invalidate our collective bargaining agreement? No. If the Supreme Court finds in favor of Janus, the decision will only invalidate provisions that have been bargained regarding fair share fees.

Will we need to reopen negotiations immediately following the Janus decision? Maybe. If your local's contract has a fair share fee provision, consult with your Labor Relations Consultant to determine what, if any, requirements to negotiate exist. If the local's contract does not contain a fair share fee provision, there will not be a need to reopen negotiations.

Will the Janus decision potentially change the way in which we collect dues? No, other than no longer collecting fees from fair share fee payers. Contract provisions related to the collection of regular membership dues, including payroll deduction, will remain unchanged.

Will we be required to have members re-sign membership cards? No. The membership process that currently exists in the local, including continuous membership, will remain in place following the Janus decision.

Can members choose to drop their membership immediately following the Janus decision? Maybe, but membership is a year-long dues commitment. Members sign a membership agreement with the local/OEA/NEA and are obligated to fulfill those terms. Moving forward, local associations will continue to conduct the annual membership drive and will have to have a window of time during which members will have the ability to opt out of membership without an ongoing financial obligation.

Will we still be required to provide representation to people who are covered by the contract but decide to drop their membership? Yes. The law continues to require us to uphold the provisions of our collective bargaining agreement on behalf of everyone who is covered by the agreement. Therefore, we will still be required to provide basic representation to non-members, including the filing and processing of grievances; however, non-members will lose their voice at the local level. They will be unable to run for office and vote on contract ratifications, their officer elections, and elections for colleagues who will serve as representatives at the state or national level. Non-members will also lose other benefits of membership including access to the

Attorney Referral Program, NEA Liability Insurance, discounts, etc.

What will be the impact if members elect to drop membership? While non-members will lose the many individual benefits provided by OEA and NEA, the most significant impact is the loss of power at the local bargaining table. When our associations have fewer members, our ability to negotiate fair compensation packages and improved working and student learning conditions will diminish. Additionally, our influence with our state legislators could weaken with regard to statewide issues impacting public education like OTES, RESA, and school funding.

If members opt-out, shouldn't we attempt to change the law so that we can exclude them from representation rights? No. We represent public education employees, and we are the strongest, most well-suited collective voice for public education. To exclude non-members would be a knee-jerk reaction to the "divide-and-conquer" strategy that opponents of unions pursue to weaken our collective power.

Our local does not have fair share fee; will my local be impacted? Maybe. Any reduction in the number of members statewide could impact OEA's ability to support locals. We also expect non-fair share fee locals to be targeted by campaigns to encourage members to drop membership.

What can we expect from anti-union groups following the Janus decision? Based on experiences in other states, we fully expect to see a well-funded and organized push to contact members and encourage them to drop their membership. Such efforts are likely to be aggressive, using a variety of contact methods, to deceive education employees that they can receive all the benefits of representation without having to pay dues. Organized by a web of wealthy, anti-public education interests, this campaign has a singular objective—to weaken unions and diminish the collective voice of education employees.

What can we do to combat this attack from organized anti-union groups? It is up to us to reinforce our belief that public education needs a collective voice led by the professionals tasked with working with Ohio's children. OEA and our locals provide the support & relationships, influence & power, and protection & advocacy necessary to sustain a strong public education system. Locals can utilize one-on-one conversations and small group meetings as a means to communicate accurate information to our members and the public regarding the value of public education. OEA Labor Relations Consultants are working with locals to support member engagement.

Capital RA

Nearly 60 delegates participated in the Capital District Representative Assembly on Wednesday, April 18. The Capital District provides professional development and cultural diversity activities for Columbus teachers. Kriston Crombie Stotik (Centennial HS) was reelected President. Gerry Curran (Independence HS) was reelected Capital District

Vice President. The Capital District Spring Representative Assembly met Apr. 18 to elect its officers and to hear briefings from our state education organizations. The program included Tim Meyers, OEA Secretary-Treasurer, presenting the OEA budget. Tai Hayden, who sits on the STRS board, gave her annual report. Becky Higgins delivered the OEA President's report and Scott DiMauro delivered the Vice President's reports. Tom Busher, Capital District Treasurer, updated everyone on our financial position and presented the Capital budget.

CEA President Tracey D. Johnson was tasked with making the ask on behalf of the OEA Fund for Children and Public Education. We are very proud that we raised nearly \$2,000 for this non-partisan, political-action fund for candidates who support the values of public educators. The assembly also heard from candidates who took to the stage to make their leadership cases. This year, we endorsed Robin Jeffries (Huy ES) for the OEA Secretary-Treasurer position, Adrienne Bowden (Pickerington E.A.) and Dan Greenberg (Sylvania E.A.) for NEA Director positions and Linna Jordan (Hilliard E.A.) for the Board of Directors At-Large position. The election will take place at the OEA Representative Assembly on May 11.

Evaluation Appeals

Do you have questions about your OTES evaluation? Do you believe an error was made? Are you in disagreement with the final summative rating? Are there any dates in question? If you have concerns regarding your evaluation and desire to appeal it, there is a process you must follow. The Joint Evaluation Panel has approved an Appeals Process for the following:

- Educators that have an overall Final Summative Rating of "Ineffective"
- Educators that have an "Ineffective" performance rating
- Two evaluators and the overall rating is questionable
- The evaluation contains a procedural error

The Evaluation Appeal Form is available on the ILEAD website. To file an appeal, submit the completed form, along with appropriate documentation to: Teri Mullins at CEA no later than 4:30 p.m., Friday, May 25. Your Association strongly recommends hand-delivering this extremely important paperwork. The Joint Evaluation Panel will review appeals the first week after school ends. Educators and evaluators will both be notified of the appeal outcome.



Join us June 11-13, 2018 for the ReImagine "Me" Conference, presented by Columbus City Schools' Office of Academic Services. This event is designed to provide a personalized learning experience for Columbus City educators and help schools ReImagine pedagogical practices, and school design to better meet the needs of our ever-changing students. The ReImagine "Me" Conference will be held concurrently at 2 separate locations:

- The Elementary School ReImagine "Me" Conference will be held at the Fort Hayes campus located at 546 Jack Gibbs Boulevard from 8:15 a.m. to 3:45 p.m.

June 11th - 13th selected elementary teams will engage in sessions offered by national presenters and authors, as well as, your fellow CCS educators. Attendees will have the option of selecting full day, 2 hour and 1 hour sessions. With more than 30 sessions to choose from, topics include differentiation in the elementary classroom, trauma informed practice, multi-sensory learning, interactive read aloud, scaffolding the writing process with Google, Picture Perfect Science and many more to help meet your professional learning needs and to "ReImagine" teaching and learning in the classroom. Each day building teams will have an opportunity to come together and discuss and debrief the days' learning. The second half of the day on June 13 has been designated as building team time where buildings will be able to collaboratively work and plan next steps.

- The Middle and High School ReImagine "Me" Conference will be held at Africentric Early College, located at 3223

Allegheny Avenue from 8:00 A.M. to 3:30 P.M. with registration beginning at 7:30 A.M.

Back by popular demand, June 11-12th will be open to all middle and high school teachers from across the district. June 13 will be limited to the administrator-selected, school-based teams. Throughout all three days, sessions will be offered by both national, local, and fellow CCS presenters and teachers focused on innovative and inclusive approaches to Blended Learning, Project-based learning, Social-Emotional learning, and Student-centered classroom design. Sessions will be offered in a variety of formats to meet your personal learning needs and to "Reimagine" teaching and learning your classroom and schools. On June 13 building teams will have the opportunity to debrief and collaborate with others in like roles across the district and work collaboratively with their building team to develop plans and next steps.

- Attendees will receive CEUs and a stipend of \$135 per day.
- Pre-register to attend on CiMS.

We look forward to seeing you there!

Consider Mentoring a Future Educator

CCS is looking for bargaining unit members with three years of employment with the district who are interested in mentoring a pre-service teacher during the 2018-2019 school year. If you want to mentor a pre-service teacher and have not already applied, please go to <http://www.columbus.k12.oh.us/studentrequest> to apply online. To log on, utilize your iLEAD username and password.

Mentoring pre-service teachers will help you earn CEU credits towards licensure renewal. Depending on the length and type of placement, between .5 and 3.0 CEUs can be earned. For more information about Cooperating Teacher & LSP Approved Credit Bearing Activities, go to <https://goo.gl/4MPBJ7>. Additionally, mentoring pre-service teachers results in the district receiving fee waivers for college credit.

If you have questions or concerns, please contact Karmen McCaslin in Professional Learning and Licensure at (614)365-5039 or email her at kmccasli@columbus.k12.oh.us. Your consideration in mentoring a future teacher is greatly appreciated.

We Want to Honor You

If you are retiring from Columbus City Schools this year, your Association wants to honor you at the 42nd CEA Awards and Retirement Banquet. The banquet will take place on Saturday, May 19 at the Hyatt Regency Columbus. Social hour will begin at 6:00 p.m. with the dinner starting at 7:00 p.m. If you are retiring and have not RSVPed to attend the dinner do so. This celebration is to recognize the many years of service given CCS and our children. Retirees and Senior Faculty Representatives are invited to attend this wonderful event for free. Additional tickets are \$35 per person or a table of eight for \$280.

Information has been mailed directly to the retiree's home and we will continue to put information in The CEA Voice. If you are retiring and have not received any information, call the CEA office at (614) 253-4731 and ask for Kathy Wilkes. You can also email her at kwilkes@ceaohio.org.

Thank You for Your Generosity

CEA members generously donated more than 2,400 books valued at nearly \$15,000 to this year's CEA Book Drive. The books collected will go directly into the hands of our second and third grade students and will help support the district's literacy initiatives. Thank you to all who supported this year's campaign, including local author David Rastoka who donated more than half of the books collected. A special thank you to the CEA Book Drive Committee: Megan Hinz (West HS), Carrie Hoover (North Linden ES), Crystal Wilson (Champion MS) and Teri Mullins (CEA). Also, congratulations to Missy Borgman (Cedarwood ES), Rebecca McGrath Hinkle (Columbus Downtown HS), Paula Tokar (Whetstone HS) and Kathy Wahl (Johnson Park MS) for winning \$100 VISA gift cards. If you still have books in your building, drop them off at the CEA office or contact Teri Mullins at (614) 253-4731 to arrange a pickup.