

The CEA Voice

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Columbus Education Association

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Betsy DeVos: A Disaster for our Kids

Leaders of the National Education Association and Ohio Education Association are speaking out against the confirmation of Betsy DeVos as the U.S. Secretary of Education.

We believe that the chance for the success of a child should not depend on winning a charter lottery, being accepted by a private school, or living in the right ZIP code," said NEA President Lily Eskelsen García.

"Betsy DeVos has consistently worked against these values, and her efforts over the years have done more to undermine public education than support students. She has lobbied for failed schemes, like vouchers — which take away funding and local control from our public schools — to fund private schools at taxpayers' expense."

The OEA has vehemently declared DeVos "a disaster for public education." DeVos has advocated for charter schools, despite their record of failure, and for a greater use of vouchers so that students can attend private or religious schools, taking needed resources away from local public schools. DeVos' mission, in short, is to privatize public education.

"Her nomination is also a slap in the face to the taxpayers of Ohio to whom she owes \$5.3 million in fines and late fees," stated the OEA. "The Ohio Elections Commission found that DeVos violated state law by contributing \$870,000 to an unregistered political action committee (PAC) in Ohio in 2008 from a PAC in Virginia that she directed."

CEA President Tracey D. Johnson is opposed to the recommendation of DeVos because DeVos' beliefs about education are harmful to our children and our profession. "How can someone with no public education background or experience advocate for public school children," Johnson asks. Johnson went on to question the validity of her candidacy when questioned DeVos did not appear to understand the difference between "growth" and "proficiency".

U.S.Sen. Sherrod Brown has called on DeVos to repay this money. Ohio's Republican Attorney General has also tried to collect the fines from DeVos. This is not a partisan issue. This is about the future of our schools and our children's lives.

Meet the CEA Staff:

When you call CEA, you likely will be greeted by **Michelle Crouse**, our new Administrative Assistant. Michelle joined CEA after a career in human resources, including at USI Affinity an insurance and financial services firm, and after working as a temporary secretary at OEA.

"I loved working there," she said, "I loved the culture and the atmosphere. Having worked in HR, I've always been an employee advocate and I love how the OEA and CEA care



about their members. Specifically at CEA, you can feel it through the leadership. I like what CEA is all about."

Crouse was born in Columbus, but spent her childhood in McArthur, Ohio, where she graduated from Vinton County High School, and then from the University of Rio Grande. She returned here in 1994. At CEA, she is our first point of contact, and will help you figure out which consultant can address your concerns. Michelle also helps manage our database and runs reports.

Crouse lives in Clintonville and has two cats, Deddy and Tiger. She is also a huge NFL fan and enjoys playing the guitar.

Kathy Wilkes brings to CEA a wealth of professional education experience. The Executive Assistant to CEA President Tracey D. Johnson started her career by earning her degree in education from The Ohio State University. She began working for the College of Education in several capacities, including recruiting students from Historically Black Colleges and Universities to attend the school of education. Wilkes was later Director of Student Services within the college, and when New Zealand-based Reading Recovery came to Columbus, working in partnership with Ohio State, Wilkes was part of the project team.

Before coming to CEA, Kathy was Executive Secretary for the Gahanna Schools Superintendent. She also worked as a human resources manager for Nationwide.

At CEA, she said, "I work with a group of people who have a lot of passion to help others. When they take a call, they actually get emotional. It is a very busy office, and it starts the moment the school year begins. For the small number of people who work in the office, it is amazing the work that gets done."

Wilkes said she is impressed with Johnson because of her attention to the contributions of her staff. "I like her ability to acknowledge other people's gifts and make others feel valued."

Wilkes lives in New Albany with her husband, Clyde. The couple have three children, the youngest still in high school.



Article 211: Alternative Interview Panels

The Article 211 training is now complete. Each building must establish an Interview Panel. The Master Agreement defines the panel as: administrator, Senior Faculty Representative (FR), one elected member of the Association Building Council (ABC) and two parent/community members. This is the traditional panel however buildings may submit for approval for an alternately-constructed panel. To request an alternative interview panel, a request must be made in writing to the CEA President Tracey D. Johnson, signed by both the Senior FR and the administrator, by Friday, February 10, 2017. Requests can be sent through school mail, fax (614) 253-5052 or email tjohnson@ceaohio.org. If you email your request be sure to scan the document to show both signatures.

The following schools or departments have approved alternative interview panels: Parsons ES, School Counselors, School Psychologists, Woodcrest ES, and Woodward Park MS,

MICHELLE

Sick Leave: Follow the Rules

Sick leave is available for you when you or a family member becomes ill. It is important to know how sick leave works so that you do not put yourself at risk for disciplinary action or termination. Follow the rules as outlined in Article 701 of our contract. CEA will represent you if your sick leave has been questioned. Here are the rule highlights:

- Full-time bargaining unit member earns 15 days of sick leave per year, accruing them at the rate of 1.5 days each month from September through June.
- New employees are allowed to go “into the hole” up to five sick days.
- Sick leave is for personal illness, absence due to illness in the immediate family or for death in the immediate family. See the contract for the parameters.
- If you are absent for one full school day or more, you must report your absence to the principal or to the Substitute Employee Management System. When you return to work, you must complete an absence form within three days.
- Absences longer than 10 continuous school days require an “Application for Leave.” Before you return, you must have a doctor’s statement and district pre-approval.

Absences of three consecutive school days to care for a family member also require a doctor’s statement. If your supervisor has a question about your sick leave, he or she can request a conference with you, and you are entitled to the CEA representation of your choice. Your administrator may require written documentation from your physician to justify sick leave when:

- a. there is a pattern of use such as workdays before or after a holiday or vacation period, on Mondays or Fridays, or a certain time of year; or
- b. there is reasonable suspicion of sick leave abuse; or
- c. the teacher has been absent using sick leave for consecutive workdays; or
- d. the teacher has been absent using sick leave for more than 10 days total during the same school year; or
- e. the teacher is on an extended absence and the superintendent has reasonable grounds to question the continued absence, once every 30 calendar days.

Your sick leave was negotiated for you in good faith so that it is there for you when you need it. Let’s live up to our end of the deal and follow the rules.

Go Red for Women

One in three women die of heart disease and stroke each year. This coming National Wear Red Day, Feb. 3, will mark 15 years since the launch of this effort to bring national attention to the fact that heart disease is the #1 killer of women. Together, we’ve accomplished a lot:

- Nearly 90% of women have made at least one healthy behavior change.
- More than one-third of women have lost weight.
- More than 50% of women have increased their exercise.
- 6 out of 10 women have changed their diets.
- More than 40% of women have checked their cholesterol levels.
- One third of women has talked with their doctors about developing heart health plans.
- Today, nearly 300 fewer women die from heart disease and stroke each day.
- Death in women has decreased by more than 30 percent over the past 10 years.

But despite our progress, more work is crucial. Celebrate National Wear Red Day with Go Red for Women by wearing red every Friday during the month of February to help save women’s lives. You can also support the cause by “liking” Go Red for Women on Facebook and Twitter to get daily inspiration, photos, quotes, heart disease news, healthy living tips and more. Take the Go Red Heart Check-Up to get tailored advice and information to understand your heart health and live heart

healthy. Learn more at: <https://www.goredforwomen.org/home/get-involved/national-wear-red-day/>.

Columbus Area Writing Project

Applications are now being accepted for the 2017 Columbus Area Writing Project (CAWP) Summer Institute.

The Columbus-Area Writing Project (CAWP) Summer Institute is designed for teachers from all disciplines and all levels of instruction, including kindergarten, elementary, middle and high school, community college, and university. The CAWP Summer Institute is based on the philosophy of “teachers teaching teachers” and on the importance of teachers themselves writing as a part of improving the teaching of writing. Participating teachers will have the opportunities to learn from each other, to study writing theory and research, to write their own compositions, and to develop leadership and professional development skills in the teaching of writing. CAWP is an affiliate of the National Writing Project (NWP).

The CAMP Institute will begin with a 3-day Retreat from June 14-16 at Kenyon College followed by two weeks on the OSU main campus (June 19-23 and June 26-30) from 8:30-3:30 daily.

If accepted for the CAWP Summer Institute, you will receive 2-4 graduate semester credit hours from OSU (this is equivalent to 3-6 graduate quarter credit hours). Payment can be made by using a tuition waiver or you can pay the cost yourself. The three day retreat at Kenyon College and any required texts will be provided at no cost to participants.

The first 15 applicants will be awarded a \$500 stipend.

For more information: <http://cawp.ehe.osu.edu/summer-programs/summer-institute/> or contact Melissa Wilson: wilson.370@osu.edu or (614) 738-1541. **To apply**, copy the application from this link: <http://cawp.ehe.osu.edu/summer-institute-application/>. Submit completed application to wilson.370@osu.edu by March 1, 2017.

Special Notes:

Your chance is here to run for a CEA office. Open positions: **Governors for Districts 1, 4, 5, 10 and Middle School Governor At-Large (three-year terms); 2017 NEA delegates, 2017 NEA State Delegates At-Large and 2017-2018 OEA Delegates.** Members may declare their candidacy through **Feb. 3**. Campaigning ends **Mar. 7**. Voting begins **Feb. 22** and ends **Mar. 7**; votes will be tallied **Mar. 8**. In the event of a spring run-off election, campaigning will begin **Mar. 9** and ends **Apr. 11**. Voting begins **Mar. 29** and ends **Apr. 11**. Votes will be tallied **Apr. 12**.

The Summer 2017 Fee Waiver Applications will be in all buildings on Monday, January 30, 2017. The completed fee waiver application is due back to the Sixth Street Annex by **Friday, February 10, 2017 by 5:00pm**. If you have Priority 1 or Priority 2 status, please be sure to include the proper documentation with your completed fee waiver application. Documentation is required with each fee waiver process. Your Priority status will change without the proper documentation. Please call Norma Oldham, Sixth Street Annex, (614)365-5039 or email her at: noldham@columbus.k12.oh.us if you have any questions.

The final LPDC License Renewal Support session will be offered **Feb. 23**, from **4-5:30 p.m.** in Computer Lab 1 at Hudson Distribution Center. Please register on CiMS. Staff will be there to help you count CEUs and review your CiMS PD Profile.

	Deduct your dues	
Full Dues		
	Plan A (21 Pays)	\$841.63
	Plan B (26 Pays)	\$842.18
Switched from:		
	Plan A to B	\$784.51
	Plan B to A	\$899.30
Half Dues		\$468.97
Quarter Dues		\$276.82