



# Scope and Sequence

MARCH 2014

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**Dominic Marsano**

### Vice President:

**Betsy Lavinder**

### Secretary:

**Diane Prettyman**

### Treasurer:

**Marianne Huffman**

### Editor:

**Diane Prettyman**

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**Gwen Williams**

## Did You Know?

Barron's has published a book titled *How to Prepare for the GED TEST with All New Content For The Computerized 2014 EXAM*. This book includes full-length practice test with exams as well as the answers and explanations. Several teachers have published this book which sells for \$18.99. You can use this book to help supplement your existing lesson and educational materials.

## The President Speaks

We have elections coming up in May. Keep an eye on your mailbox for information about elections (we included some in this newsletter) and for your ballot that will also arrive in the mail. One of the issues that came up at our last board meeting is the matter of term limits. Term limits are a good thing when many members are seeking office in SCOPE. Term limits are also good when there is a constant stream of SCOPE members attending leadership trainings or participating in OEA emerging leaders program. Often in our newsletters, OEAs *School Today Magazine*, and Central OEA's *Communiqué*, these events are listed. Most choose not to participate. I know that many of you are busy with work, home, and life. The reality is that the people that I see at these events are the same ones and those are the ones that sit on your SCOPE Executive Board today. I believe that any member in our organization can run this Union. We are professional, smart, creative, and excellent problem solvers. The issue comes down to time. Like anything worthwhile you have to put time into it. Our elections are an opportunity for those interested in investing their time into our organization. We don't exclude anyone. We don't have any rules that say you have to be a board member or a site representative first. What we do have is a rule that restricts those who want to participate by limiting the amount of time they can do so. The issue is time. I will ask that when you vote in the upcoming election you eliminate term limits within our organization.

As you know next year is right around the corner, and 2015 is a bargaining year. I have already had requests from members asking for various things: pay increases, more time off, etc. That is pretty typical. What I can say about the request is this: the political landscape of Ohio, as it currently stands, does not bode well for either of those items to be placed on the table. Our governor wouldn't entertain a pay raise in 2012. Has something happened in the last two years that makes him believe otherwise? He has signed into legislation a law that makes evaluating educators so difficult many people are still scratching their heads. So what kind of teacher are you? Proficient? Something better or something worse? Are your student's test scores going to be measured into your performance evaluation? Is the building's overall score going to be part of it? Will you be compensated for the extra effort, or will a pat on the back suffice? We still are waiting for answers Will our governor be re-elected? I certainly would look forward to a change. Right now changes in our health care plans are uncertain. Some projections show that our health care plan may fall into a category considered to be a "Cadillac plan" and be subject to an excise tax by the year 2018. While this is fairly far into the future, it could become an issue at bargaining next year. I am going to take an educated guess that our wages and health care are going to be closely tied together for negotiations in 2015. Sometime in the fall, we will assemble a negotiations committee to support the negotiations team at the table. Look for that in an upcoming newsletter. I want to say to our folks in DYS, please be vigilant and follow all of your policies to keep you safe. The students that you have now in your classrooms will challenge your authority and test your resolve. You work with kids that need constant supervision; don't get comfortable in your security habits. I know that you can't prevent everything, but I care about your safety, and I don't want to see one more member injured or worse.

This has been one of the coldest, snow filled Januarys in recent memory. Many of you have asked about some relief when it's difficult to get to work. As you know, only the Governor or the State Safety Director can declare an emergency for state employees. Our contract has some specific guidelines for problems with weather: From the contract Article 23.13: *During the year, extreme weather conditions may exist and roadway emergencies may be declared by local - pg3*



## From SCOPE Secretary Diane Prettyman

Have you been receiving your newsletters? Is your site having at least four labor management meetings each year? Besides your site rep, do you know who your department rep is? Is your site rep communicating with your department rep monthly? Is your site rep having union meetings? Are they attending site rep and grievance training? If you answered no to any of these questions, please evaluate if your site is receiving the representation you deserve. If not, consider electing a rep that will work for you and be a go-between for the member and the executive board. OEA has required our site reps to take on more than ever, and all members elect their representative. So take stock and make certain these things are in place. Check the website for important dates and deadlines relative to elections. All site reps are elected in May. Other elections up this May include Vice-President, Treasurer, OEA/NEA delegates, and Department Representatives. Nominations must be postmarked by March 31. Ballots go out April 7th. Ballots must be postmarked by April 28th. Ballot counting will be held in Mansfield on May 8<sup>th</sup>.

To ensure all members are coded properly with OEA, periodically I will send emails to the member and the site rep if there are discrepancies. The best proofs of membership are the member form and the deduction card. From now on, when you are in personnel submitting or filling these out, please get them date stamped and make a copy.

Members are encouraged to attend any executive board or committee meeting. Minutes of all meetings are available upon request. E-mail Secretary Diane Prettyman at [dcpretty@sbcglobal.net](mailto:dcpretty@sbcglobal.net) Also, check the website for updates at [www.aboutscope.ohea.us](http://www.aboutscope.ohea.us)

CEA sponsors on line continuing education. The prices are affordable, and tuition reimbursement is available. The program is user friendly and geared to the population we teach. To access, go to [www.ceanational.org/prodev.htm](http://www.ceanational.org/prodev.htm)

## Elections

It is time for SCOPE Elections. Post should be showing up in your mailboxes anytime. Timeline for the elections process:

March 1 Postcards will be mailed to members

Positions up for Re-election: Vice President, Treasurer, Executive Board Members (5 DRC, 1 DYS, 1 OSSB, 1 OSD, 1 Miscellaneous Agencies) these are all two year terms. OEA (9 positions) Representative Assembly and NEA (3 positions) Representative Assembly one year terms.

You will also be voting on changes to the Constitution and By-Laws.

March 1 begin call for nominations

March 31 All Nomination forms must be postmarked and returned with biography information to: SCOPE Elections, Sally Kendall, PO Box 305, Hayesville, OH 44838.

March 7 Ballots for elections of officers and board and Rep Assemblies and C&BL changes will be mailed to members

March 28 All Ballots must be post marked by this date to be counted.

May 8 Ballots will be sorted and counted at the Richland Public Library at 5:00 pm

May 9 final count will be sent to President Dominic Marsano via email.



# Minority Leadership Training (MLT)/East Summit

By Tammy Koontz

The Minority Leadership Training (MLT) was held in Atlanta, February 19-21. This training was then followed by the East Summit, formerly known as Mid-Atlantic; February 21-23. The East Summit consisted of Educators and ESP's from Maryland, New Jersey, Virginia, Kentucky and Ohio just to name a few.

The MLT inspired us through various sessions to be diverse, understand Social Justice, how to organize our membership and then lead them.

Additionally, this Summit supported a competency-based model of developing great leaders. These Competencies were throughout both conferences to inspire new leaders. NEA's Leadership Development Competencies include:

- Advocacy
- Business
- Communication
- Governance and Leadership
- Leading our Professions
- Organizing



MSNBC news anchor Richard Lui (right) leads a panel conversation with NEA President Dennis Van Roekel and Secretary-Treasurer Becky Pringle about the future, roles, and challenges facing today's union leaders. (Sewell Johnson/NEA)

This was a new concept (the Summits), but they provided a wealth of information ranging from understanding your leadership abilities to organizing. It was high energy and not much time for breaking. The Summit introduced story weavers who also served as facilitators. Their job was to take the experience of the Summit, and summarize so that it will be used as a training tool that can be shared with the NEA membership. Included in this Summit was a Town Hall Meeting with our President, Dennis Van Roekel, and a Grammy Winning R& B band that wrote a song about education and performed it.

The Charge is that we depart from this conference with the ability to Communicate, Advocate and Delegate. Go out and become personable Leaders that “Lead with Vision, Purpose and Action.”

Overall I had a great experience.

## President Speaks continued from page 1

*sheriffs in certain counties, yet no formal weather emergency is declared by the Governor or designee and state public offices remain open. Should this situation occur, agency directors and department heads are encouraged to exercise their judgment and discretion to permit non-essential employees to use any accrued vacation, personal or compensatory leave, if such employees choose not to come to work due to extenuating circumstances caused by extreme weather conditions. Non-essential employees with no or inadequate accrued leave may his/her be granted leave without pay. Nothing in this section prevents an appointing authority from using discretion to temporarily reassign non-essential employees to indoor job duties, consistent with their job classification, so that such employees are not performing unnecessary road- or travel-related duties during days or shifts of especially inclement weather.* So in general:

- 1) You can call in and then use vacation,\* personal, or compensatory time to cover your absence without being disciplined.
- 2) You can call in, and if you are out of leave, be allowed to mark leave without pay.
- 3) You can ask to flex your schedule, work 4 days at 10 hours for a week, make up the time another day, or come in on a Saturday. (All of these can be locally worked out with your administration through a labor management meeting). I encourage all sites to use labor/management as a means of attaining a workable and safe outcome for inclement weather.

\*One important note – if you are not eligible to use vacation leave, you can't use it here either because Article 30 defines who can and can't use vacation.

In Solidarity, Dominic Marsano



Those attending the new Online Grievance training at DAS Surface Road offices on February 19 from left to right...Todd Allman (Ross C.I), Dom Marsano (President), Miranda Walker (OSD), Betsy Lavinder (Vice President), Karen Kohler (OSSB), Kerri Hoover (OEA LRC)

## Site Rep/Grievance Training

Site Rep Grievance Training is very important this spring. We need our site reps there. If you are not able to attend, please send a substitute. Site Rep training will be Saturday, April 5th at Central OEANEA offices on 947 Goodale Blvd, Columbus, OH from 9 - 1. Plan to attend as we have new information on the upcoming online Grievances.

Six people (three site reps, Dom, Kerri and Betsy) were trained on the new grievance process and we will be rolling it out this summer, but will be sharing more information in April.

**REMINDER: \*\*\*All grievances must be sent to the grievance chair Betsy Lavinder\*\*\*\*\***



**THANK YOU!**



Betsy Lavinder wishes to express her heartfelt gratitude to all who supported her following her attack in the workplace by a youth. She appreciated all the calls and cards. Betsy can tell us firsthand that we must remain mindful of where we work and adhere to all the rules that can keep us safe. In addition, we must always look out for each other.

