

Spring 2020

COMMUNIQUE

Publication for Members of Central OEA/NEA • Adrienne M. Bowden, President



Central celebrating 150 years

150  **ANNIVERSARY**

**Central
OEA/NEA
Local Training
& Retreat**

**Announcing the Central
OEA/NEA Vivian Brown
Educational Scholarship
for College Students**

**Become an Education
Advocate Leader**

**Dealing with
Behavioral
Problems**

Central Turns 150:

How Public Education Has Been Shaped by Advocates

Adrienne M. Bowden (Pickerington EA), Central President & NEA Director

From colonial times and into the early 19th century, the teaching profession was dominated by men who were the schoolmasters of smaller, rural schools who kept school for a few months a year in the farming off-season. Teaching was seen as a stepping stone to a "real profession" often in the law or the church.

The rules for teaching in the 1870s were simple and could be boiled down to a handful of traits that men and unmarried women had to follow. Teachers each day will fill lamps, clean chimneys. Male teachers could take one evening each week for courting purposes, or two evenings a week if they went to church regularly. While women teachers who wanted to get married could be let go for "unseemly conduct."

In what was known as the Common School Era (the 1820s to 1830s), reformers like Horace Mann worked to make schools more democratic and accessible to all who wanted to learn.

As the number of schools grew, there were not enough schoolmasters to staff them. Schools needed more qualified staff. As men started to enter different professions, this opened the doors for more women to enter the teaching profession.

Schools involved from being places where just basic literacy and arithmetic skills were taught, to places where children could learn skills on how to become a productive citizen in our democracy. The Common Era had a positive effect on the teaching profession because it increased the need for more educated staff. This opened the door for more women to enter the profession. An increase in specific skills and content being taught also created the need to formalize the preparation of teachers and their training.

As the profession grew and training for educators became more prevalent, a group of educators found it necessary to create a group to advocate for the rights of teachers. On January 7, 1870, a group of teachers attending a meeting of the Clarke County Teachers' Association in Springfield, agreed that there should be a Teachers' Association for the whole Central Ohio region and that the Association should meet in Columbus. T.C. Mendenhall, a Columbus teacher, became Chair of the Planning and Nominating Committee. That committee scheduled the first meeting of the Central Ohio Teachers' Association (COTA) for April 2, 1870, in Columbus.

At this first meeting, there were attendees from nine counties, and the presentations were reportedly "interesting and valuable." Participants discussed topics like whether or not Bible readings should be used as a part of each day's opening. Additional topics presented at that first meeting included: "Incentives to Study, Methods of Teaching Penmanship, and Primary Instruction."

In our most recent forty years, COTA (which was renamed as "Central OEA/NEA" in 1995) has grown to represent over 23,000 members in 110 locals in Central Ohio. Our representation has grown from teachers, to include Education Support Professionals, MRDD, Higher Ed, JVS affiliates and the State Council of Professional Educators (SCOPE). Throughout that time Central has been led by only three presidents: Jack Chapman from Reynoldsburg EA, Scott DiMauro from Worthington EA (elected in 2004), and myself. During that time one of the largest locals, the Columbus Education Association, decided to depart from Central and become its own District (Capital) in 2003.

Over the years schooling has evolved from the farm schoolhouse to local districts throughout the state. As we fight for the very existence of sustainable public education for all, the issues related to the profession and teaching topics have varied, yet the focus of the Association remains to advocate for the best working conditions for our members and learning conditions for our students. As a collective, we focus on strengthening collective bargaining rights and providing equitable learning environments for all students. We have evolved from advocating on topics such as allowing women to marry and still keep the jobs to ensuring our members make a livable wage.

We have a vast and strong history of supporting public education and the members who work within the system.

During this year's Representative Assembly, and at a 150th anniversary celebration picnic in the summer, we will spend time honoring our past and celebrating a hopeful future. We hope that you can join us as a delegate or guest.



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Become an Education Advocate Leader

Education Advocate Leaders (EALs) are members! They strengthen their local associations' legislative and political grassroots capacity year-round, by engaging fellow members around legislative and political campaigns.

Each local can have up to three Education Advocate Leaders: one to represent primary, intermediate, and secondary educators or one to represent the different classifications in a classified local, SCOPE or Higher Ed. Central OEA/NEA will provide a \$100 stipend to each local Education Advocate Leader.

To become an Education Advocate Leader, apply online: www.centraloeanea.org/eal

A list of criteria for receiving the Education Advocate Leader stipend follows.

Mandatory Criteria:

Communicate with your local/colleagues on education issues

- Contribute to the OEA Fund for Children and Public Education
 - Sign up at least 10 colleagues to receive Central ACE's emails
 - Attend an Education Advocate Leader training session
Strongly Recommended:
 - Play an active role in local election activities
 - Attend at least one OEA phone bank or canvass
 - Like and Share Central Social Media Content
- Stipends are paid in December to Education Advocate Leaders who have completed all the mandatory requirements.

Education Advocate Leader training details:

Three (3) training opportunities are available:

May 14, 2020 at 5 p.m. at the Simon Kenton Inn, Springfield

May 19, 2020 at 5 p.m. at the Central Office

June 15, 2020 at 2 p.m. at the Airport Marriott

Register for training by logging in to your Central account, where you will be taken to a list of events, then select "Going" from the drop-down of the training session you wish to attend.

Topics covered will include:

- Communication & Involvement (sign up colleagues to ACE's list, disseminating info to your local)
- How to deliver an effective message
- 10 Reasons to belong to OEA
- Cyber lobbying, and engaging Central, OEA, NEA Social Media

- Understanding what FCPE is & is not
- Statehouse lobbying
- EAL Stipend Criteria
- Campaign 2020
- NEA Strong Public Schools

To apply to become an Education Advocate Leader apply online: www.centraloeanea.org/eal



Sign Up for Central's Advocate for Children and Education (ACEs) Emails

Interested in education policy and how you can stay informed? Want to know how to get involved? Sign up to receive our ACEs list at

www.centraloeanea.org/ace

Elected officials enact policies that affect our students, our schools and the daily lives of educators. Decisions regarding school funding, services, curriculum standards, licensure, class sizes and teacher evaluation are all made by elected officials. As Ohio's legislators consider policies that affect public education, they must hear from educators—the true experts on education issues. As teachers, faculty and education support professionals, OEA members should get involved in these decisions and make their voices heard.

By signing up you will be able to learn more and take action on current issues affecting public education.

We promise we won't spam you, but instead, we will always try to make sure our emails are relevant and timely. You can unsubscribe at any time.

The Shocking Lack of Growth in Ed Spending

Kevin Griffin (Dublin EA), Central Vice President

In late September, *Education Week* printed an article titled, "Data: Breaking Down the Where and Why of K-12 Spending." They promoted the article on twitter, with the much more attention-grabbing text, "America's public-school system costs taxpayers more than two and a half times what it did a half-century ago." What are the factors driving that?

@jointhefutureOH replied, "Do cars next. Then houses. Then battleships." I chuckled, then thought, "Yeah, how does this compare to x."

To be fair to *Education Week*, I thought their article was pretty good. It pointed out the increased student population, the increased costs of educating ELL students and students with special needs, as well as the increase in free and reduced lunches.

But still, how does the 438 billion dollar increase (164%), between 1970 and 2016, compare to other increases?

As the chart shows, increases in education spending are far below other common benchmarks and big-ticket items. Income inequality and the shrinking middle class are becoming ever more popular political topics as is the cost of healthcare, which skyrocketed 4,591% between 1970 and 2016.

If education spending were triple what it is currently, it would still lag behind inflation increases by 71%.

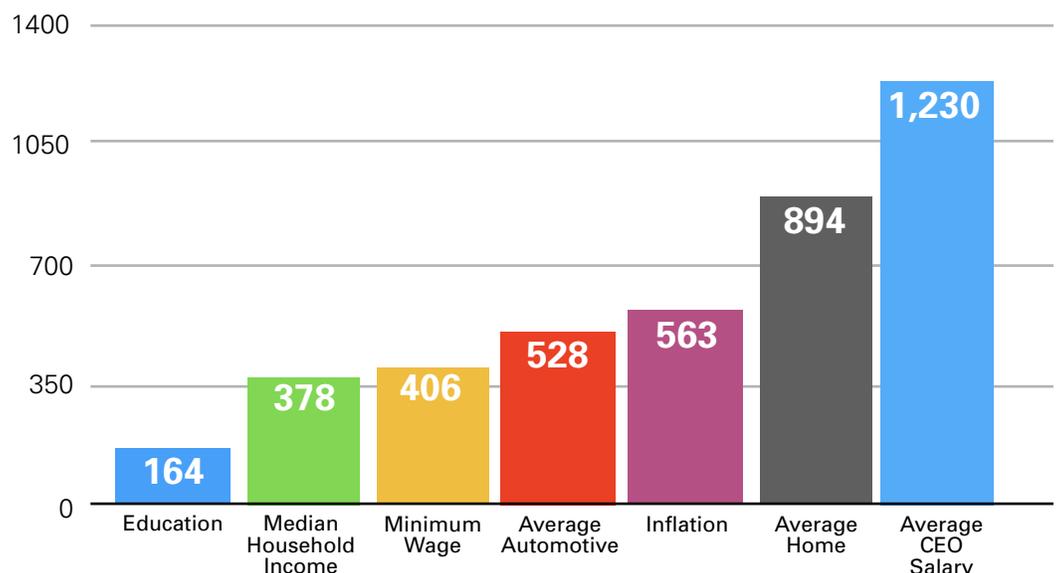
Trying to make an apples-to-apples comparison of these

types of things is certainly not an exact science. I'm sure economists could defend my comparisons, or shred them to pieces, depending on what argument they wanted to prove. The point is to give a more holistic view of Education Week's tweet, which implied that education costs were draining taxpayers.

In 2007, then-Senator Joe Biden addressed the NEA Representative Assembly with the other presidential candidates. In his speech, he told the delegates about his father, who told him, "Don't tell me what your priorities are. Show me your budget, and I'll tell you what your priorities are."

In comparing the increases in education to the others, I have to wonder why it is so low.

Percentage increase since 1970/73 to 2015/16



Additional items too large to be included on the chart:
 A. Health Care: increase in 4,591 %
 B. National Debt: increase of 48,472%

Central OEA/NEA Local Training & Retreat

Mary Kennedy (Hilliard EA President), Membership Development Chair & OEA Director

We are excited to bring leadership training to our local leaders. Are you a local president, vice president, local treasurer, a local association rep or an Education Advocate Leader? Join us for President Training, Association Rep Training, OEA Treasurers Workshop or the EAL Training.

Is your local preparing for bargaining? Working on your constitution & bylaws? Planning and organizing for the coming year? Or developing a plan for membership commitment and involvement? Then bring a team to Central OEA/NEA's retreat.

The Leadership Training and Local Association Team Building Retreat is free to all Central OEA members. It will be held on June 15 & 16 at the Columbus Airport Marriott Hotel. Monday afternoon will provide training sessions followed by dinner, networking and discussion. Tuesday will be a retreat for local association teams to meet and plan for the upcoming year.

The President Training will be a working lunch to go through the new President Handbook, gain pertinent information about Central grants, programs and more. The President Training is intentionally set earlier in the day to allow for Presidents to then attend another training with members from their local.

The Association Rep Training will cover the role of being a rep, communicating with members and administration, and representing members in those difficult meetings.

The Treasurers Workshop will be divided into a 2-hour session for new-ish treasurers and a 1-hour session for experienced treasurers. Treasurers will have the ability to join one of the other training sessions during their "off" time.

Central is bringing back the Education Advocate Leaders (EALs) program. These members work to strengthen their local associations' legislative and political grassroots capacity year-round by engaging fellow members around legislative and political campaigns.

The Retreat on Tuesday is time. Time away from the stress of everyday work to meet as a team, work with your LRC, and organize for the upcoming year.

Hotel accommodations will be reimbursed for double occupancy based on the following: You must be registered for one of the trainings on Monday and registered for the retreat on Tuesday, and live at least 30 miles from the hotel. If you are not sharing a room but meet all other requirements, you will be reimbursed for half the cost of the room.

Join us for 24 hours of learning, networking, teamwork and fun! Information & Registration will soon be found on Central's website: www.centraloanea.org. All members attending must register themselves for the conference.

We look forward to working with you this summer!

150th Anniversary Celebration Family Picnic

Save the date for the Central OEA/NEA 150th Anniversary Celebration.

June 17th 1:30 - 4:30 p.m.
Columbus Park of Roses,
3901 N. High St.

FREE Food, beverages, games, and fun to celebrate Central's 150th anniversary. Bring the family!

Register you and your family at www.centraloanea.org/picnic.



Announcing the Central OEA/NEA Vivian Brown Educational Scholarship for College Students

The Central OEA/NEA Vivian Brown Educational Scholarship for College Students is offered in memory of Central OEA/NEA member Vivian Brown, who dedicated her life to the purpose of public education and the mentoring of future educators.

The Purpose of the Central OEA/NEA Vivian Brown Educational Scholarship for College Students is to provide \$1,000 scholarships to students pursuing a degree in education at an Ohio college or university.

The Vivian Brown Scholarship for College Students will be awarded each spring to the child of a Central OEA/NEA member who is enrolled in an Ohio university or college course of study leading to a degree in education.

Visit the www.centraloeanea.org to learn more.



NEA Center for Great Public Schools Micro-Credentials

Cheryl Williams (DSA President), OEA Director at-large

Unfortunately, not all educators have access to the professional development support they need. That's why NEA created Micro-Credentials—to make it easy for all educators to access professional learning opportunities throughout our careers. There are more than 80 micro-credentials to from which to choose. They are free and are available 24 hours a day, 365 days a year!

What's a Micro-Credential?

A micro-credential is a short, competency-based recognition that allows an educator to demonstrate mastery in a particular area. The topics range from Building Winning teams: Effective Paraeducator/Teacher Teams, Bully Free Schools, Classroom Management and Restorative Practices to Supporting LGBTQ students or English Language Learners and Leadership in Organizing. These micro-credentials are grounded in research and best practice and designed to be:

- Personalized: You can create your learning journey, based on your interests and career goals; gaps in your skills; and the specific needs of your students, school, and district.
- Flexible: You can study when it's convenient for you, alone or with your peers. You can work at your own pace or create a small workgroup within your school, district or local association.
- Performance-based: Unlike "sit-and-get" certifications, NEA micro-credentials are awarded based on demonstrated mastery of the subject matter, not just for showing up.

Recently a group of eight educators from all around Ohio were brought together by OEA's EPRMA department and NEA's Teacher Quality department to write the newest micro-credential stack - Family Engagement. These are truly written by educators for educators!

Micro-credential information can be found at cgps.nea.org/micro-credentials

* For the purpose of licensure renewal in Ohio, Continuing Education Credits (CEU's) may only be granted by a Local Professional Development Committee (LPDC). Please contact your Local President, Labor Relations Consultant or send an email to EPRMA@ohea.org for more information.

Local Spotlight: Dublin Support Association

Cheryl Williams (DSA President), OEA Director at-large

The Dublin Support Association (DSA) represents members from all nine education support professional (ESP) categories. Our membership includes clerical, custodial and maintenance, food service, health and student services, paraeducator, security service, skilled trades, and transportation service employees of Dublin City Schools.

Our association is actively involved in the Dublin community. During the week before Thanksgiving, we place collection boxes in each of the elementary schools and our bus drivers pick up the items each day. The items are separated, counted and placed on a skid for delivery to the Dublin Food Pantry. The toys are donated to the Washington Township Fire Department. This was our best year ever; we collected 11,363 food items and 116 toys!

We also participate in the Dublin St. Patrick's Day parade with members walking and riding on the school bus. This gives us an additional opportunity to be visible to our stakeholders.

Dealing with Behavioral Problems

Melissa Nelson (Pickerington EA)

At some point in every teacher's career, he/she will have to deal with student misbehaviors. These behaviors interfere with instruction and student learning, and the more often they occur, the more stressful the classroom environment can become. One of the most powerful tools that educators can use to prevent these behaviors is to build positive, supportive relationships with their students.

To create positive student-teacher relationships, teachers need to learn as much about their students as they can. This can include their culture and interests, past positive and negative school experiences, and what motivates them to do well both in and out of school. Additionally, teachers need to provide their students with the support, structure, and consistency that they need to thrive. Finally, teachers need to find ways to be proud of their students and tell them every time that they are.

A positive relationship builds trust and respect, and with time, we may learn why certain students act out. The students who sleep in class may not sleep at night because they have a job to help make ends meet, or be responsible for taking care of their siblings at night.

The student who talks back may do so knowing that after-school detention means a few more hours of feeling safe and protected. No matter how tough they act or how difficult they may be, it is important to remember that all of our students are children or adolescents who want to feel valued.

Students are more likely to be respectful and follow rules and procedures when they feel that they are cared for and respected. The effects of creating positive relationships go beyond reducing problem behavior, they can also decrease teachers feeling of stress and anxiety, making the classroom a fun and safe place to learn.



Avoid the Winter Blues

Ty Tatman (Zane Trace EA President), OEA director

In the world of teaching, the beginning of the year seems to just fly by. Around Memorial Day, when another year is down, it seems like a blur. In between that time is the great dichotomy. It's not a blur but more of a blah. The time from returning to school from Holiday until Spring returns to the air. Long days. Driving to work in the darkness only to seemingly return home to darkness again. Wondering if the sun ever did shine. This can lead to serious depressive episodes for many and can harm us all.

I'm no physician or therapist, but I successfully stave off the nefarious effects of cabin fever and the winter blues every year. I've navigated the calendar to where I look forward to winter! Here are some quick tips that have worked for me.

Get outside! This is Central. This means everyone reading this is within miles of a Metro park or a State Park. Bundling up for a hike in the snow can be much more fun than sweating in the stifling and oppressive heat and humidity of an Ohio July. If this doesn't suit your fancy, join a gym. Whether it's the gym at your local school or the neighborhood YMCA, just getting moving will make you feel better.

Our brains need some love during that long cold winter too. Read! It doesn't have to cost you a dime. Use your library. You're doing the community a service and setting a good example for your students while you find brain food. Loneliness and cabin fever can be fought off by working with your union! Attend Central's Power Up! Conference or OEA's Advocacy and Organizing Institute. You'll be glad you did.

Take care of yourself and remember that sometimes you need to treat yourself!



COMMUNIQUE

Spring 2020

THANK YOU

FOR BEING A MEMBER OF Central OEA/NEA

You are the true expert in education!

You deserve a voice
in how best to educate our students.

We are here to support you.

Adrienne & Kevin,
Central Leadership



Association Benefits

OEA Summer Academy Scholarship
Leadership Training
Summertime Discounts

Upcoming Events

Apr 17 Central RA
May 1 OEA RA
May 14 EAL Training - Springfield
May 19 EAL Training - Columbus
Jun 15 Treasurers Workshop
Jun 15 Officers Training
Jun 15 Building Rep Training
Jun 15 EAL Training
Jun 16 Local Retreat
Jun 17 150 Picnic
Jun 20 Pride Parade

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