



[http://www](http://www.gjnea.org)

**GJEA**

[gahannajeffersonea.com](http://gahannajeffersonea.com)

[centraloeane.org](http://centraloeane.org)

[ohea.org](http://ohea.org)

[nea.org](http://nea.org)

160 South  
Hamilton Road

*November 2016*

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# The Advocate

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## Is your PRC meeting?

Professional Resolution Council should be in every school building in the district. The team is required to meet monthly if there are issues turned in to resolve. There should be a box in a common area for teachers

are not  
name to a  
issue. There  
taken at  
these



distributed to every teacher in your building. If you have noticed that you have not received minutes or you recognize that there has not been a meeting in a while, please contact Jenny Palguta.

to place an issue. You  
required to sign your  
complaint and/or  
should be minutes  
every meeting and  
minutes should be

## ESSA Update

Thanks to many of you who took the time to fill out the survey about the implantation of Every Student Succeeds Act (ESSA). The state is expected to have a plan by March of 2017. Again, we will ask for your commitment to comment on the plan that is produced. By federal law, ODE is expected to take into account what teachers want and need in this law for both their students and our classrooms. If we stay silent, nothing will change. We will inform you when this report is released. OEA is focused on the following areas to ensure a better learning environment for our students: Early Childhood Education, Assessments, Accountability/State Report Card/School improvement, Family Engagement and Educator Capacity.



Gahanna- Jefferson Education Association

### GJEA Officers

Membership Chair  
Lindsay Dexter, LE  
[lb Dexter@gmail.com](mailto:lb Dexter@gmail.com)

Fund for Children and Public  
Education Chair (FCPE)  
Diane Ballard, MSE  
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Negotiations Chair  
Dwayne Marshall-LHS  
[marshall.133@me.com](mailto:marshall.133@me.com)

## On Strike

Louisville EA is now on strike. Even though they have strong support from the community, businesses and parents, their school board has refused to bargain. They have not negotiated since June. Some of their board members have commented, "It's time for teachers to feel the pain." If you would like to make a donation to help our fellow teachers, you may give it to your site manager. You can write a check to Louisville EA or cash. It is so important that they know we are behind them as they stand up for their rights to have a fair contract.

## Mark Your Calendar:

**November 23– Teacher Comp Day**

**November 24 – Happy Thanksgiving**

**November 25 – No School/Black Friday**

**December 3- OEA – Representative Assembly**

**December 8 – Board of Education Meeting, Clark Hall, 6:30**

## NEA Board of Directors

We have 6 Board of Directors who represent the needs of education in Ohio. Their main job is to speak with elected officials in Washington D.C. about issues with Public Education.

This past month, board members spoke with House members about the Every Student Succeeds Act implementation and improving education spending in the upcoming budget for fiscal year 2017. ESSA implementation is in a variety of stages which depends on what state you live in, but the common concern shared with delegates is Department (DOE) has



infused itself into the process. It is authorizing regulations that increase the focus on testing, proposing draconian solutions for low-performing schools, narrowing the curriculum for disadvantaged students, and threatening to punish schools who don't have at least 95% participation in standardized tests. Despite broad bipartisan support of ESSA when it was passed in December of 2015, it would appear the DOE is attempting to work around the intent of the law as written. Ensuring that congressmen and women were made aware of their intent was a top priority for the NEA Board during lobbying.

In terms of the fiscal year 2017 budget, the Board urged members of both the House and Senate to include education funding as part of a larger, more comprehensive, omnibus budget that includes increases to education spending. Since 2010, education spending has lagged 8.8% below the rate of inflation. This percentage represents nearly \$6.7 billion.

## Upcoming Pay Dates

For the next couple of months, our pay dates will vary slightly due to the holidays of Thanksgiving and Christmas falling on either regular pay dates or that Central Office will be closed to observe these holidays. In November, we will be paid on November 23<sup>rd</sup>. In December, we will be paid on December 9<sup>th</sup> & 22<sup>nd</sup>.



## Professional Day

PD stands for Professional Day not Professional Development. The day should consist of 3 hours of professional development and the rest of the day is “Teacher Directed”. You may choose to do what you want with this time. You may work on grades, call parents, plan or meet with your team. Administration or other



teachers cannot call a mandatory meeting during your “Teacher Directed” time. If you feel that the contract is

being violated, please contact Jenny Palguta.

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## Evaluation Dates

Please follow the contract as to how your evaluation is to be conducted.

Here are a few things to remember:

1. Pre-observation conference is no more than 4 workdays prior to the observation. The conference may occur the day of the observation ONLY if the teacher requests it. The administrator may not suggest it.
2. Post observation conference must take place within 5 workdays after the observation.
3. Within 10 workdays after the post observation conference, the teacher shall receive the completed observation document.
4. 1<sup>st</sup> observation is to be completed on or before December 10<sup>th</sup>
5. 2<sup>nd</sup> observation should not start until after January 10<sup>th</sup>
6. 3<sup>rd</sup> observation, if conducted, is at least 3 weeks after the 2<sup>nd</sup> observation.

Please contact your site manager or Jenny Palguta directly if you feel that the contract is being violated. Please do not allow violations to go unreported, the contract is only good if it is enforced by all of us.

## *Thank you*

GJEA has received a grant from OEA that allows us to donate \$100 to each PTO in ALL 11 buildings to support their fund raising event throughout the year.

Here are a few thank you cards that we have received to date:

Dear GJEA

Thank you for the donation to GMSW PTO. We appreciate it. It was a very generous grant from OEA.

Gahanna MSW PTO

Jenny,

Thank you for your donation to our Color Splash on behalf of the GJEA! With your support we grossed \$23,000 for our students and staff at South.

Honey Whalen, PTO President

Dear Mrs. Palguta and GJEA,

Thanks so very much for the donation to our upcoming Walk-A-Thon. WAT is a huge fundraising and Wellness event! We donated the \$100 in the name of teachers!

Thank you for your support and partnership.

Kathleen Ehard, High Point.



### **What is a Flexible Spending Account? (FSA)**

An FSA is an insurance program that allows you to put money into an account tax free to pay for a number of items. The program allows you to pay for such things as child-care, prescriptions, doctor visit co-pays, dental procedures and more. How it works: you have a certain amount of money deducted from each paycheck starting in January of each calendar year. As you pay for the above expenses, you turn in your receipts to the company and receive a check in the mail. Please pay attention to your pay stub for information because the deadline to set an FSA up is the end of December. Those of you who have an FSA this year will need to renew as well. For more information please contact Kay Melaragno in Central Office.

