



# OAPSE News

Official Publication of the Ohio Association of Public School Employees, OAPSE/AFSCME Local 4/AFL-CIO

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Fall, 2009

## OAPSE Fights for Priorities in New Two-Year State Budget

### Union Wins Removal of HB 66 School Bus Driver Privatization Language

Ohio finally has a new two-year budget in place after weeks of wrangling among legislative leaders. In the worst economic climate in decades, OAPSE/AFSCME was able to protect jobs and make certain public education and quality public services remain among the state's top priorities.

Randy Weston, Director of Political Action and Legislative Affairs, described the budget process as "extraordinarily difficult. Governor Strickland and the Democratic leadership in the Ohio House clearly share our priorities and goals for Ohio. But with a \$3.2 billion deficit and an Ohio Senate leadership team clearly intent on trying to make the governor look bad and willing to hold the state hostage, compromises had to be reached to get a final budget."

There are a few notable bright spots in HB 1, the State of Ohio's new two-year operating budget. "Critical to many OAPSE members is the deletion of language former Governor Bob Taft had signed into law in HB 66. Local school districts will no longer be able to unilaterally terminate school transportation employees and replace them with drivers from private companies. The Governor and the House Democrats had taken this out of the budget from day one. The Senate Republicans stuck the privatization language back in their proposed plan, but the Governor and the House leadership stood with OAPSE members and made sure the language was not in the final budget," Weston said.

He noted that at a time when many other states have been forced to slash education spending, the fiscal 2010-2011 budget not only introduces historic reforms but also provides for increases to most school districts throughout the

state. "When state funding is combined with federal stimulus funding to Ohio, school districts will see, on average, a 5 percent increase. Public education has been the governor's priority all along, and that is reflected in this budget," said Weston, an active participant in the Governor's working groups on education reform over the past two years.

The new budget will eventually increase the state's share of education funding from 48 percent to more than 60 percent when fully implemented, which will decrease reliance on the local property tax and meet the state constitutional requirements of the DeRolph case. It also introduces a new funding formula based on an Ohio Evidence Based Model (OEBM), which targets spending toward areas of proven success and seeks to provide Ohio students with the skills they will need to thrive in the world's future workforce.

The Governor and the House leadership had sought to limit funding for charter schools and the state's voucher program. However, the compromise with Senate Republicans resulted in continued full funding of charter schools and the state's voucher system. In a victory for public education, the Governor and House Democrats were able to secure greater charter school accountability measures. The new budget will require the Ohio Department of Education to provide a performance report card for charter schools in their first year of operation and expand the department's oversight of all charter sponsors. It also speeds up closure of charter schools with poor academic performance. In addition, two of the Governor's 61 line item budget vetoes cut off attempts by voucher proponents and Senate Republicans to

expand eligibility and to increase the maximum award for vouchers.

Weston noted that with the \$3.2 billion budget hole, not all OAPSE priorities received full funding. "This was a year in which every state program and department was on the chopping block—and some were drastically cut. We were fighting for every dollar and every program connected with OAPSE members and the people we serve. Unfortunately, some cuts impact OAPSE members in public libraries, MR/DD facilities and public pre-school programs. In these cases, we worked closely with the Governor and the House leadership to limit the cuts and restore as much funding as possible," Weston said. "Unfortunately, the Early Learning Initiative (ELI) programs throughout the state were elimi-

[Continued on Page 2]

### OAPSE/AFSCME Field Office Has Moved in Northwest Ohio

The OAPSE/AFSCME Toledo Field Office, serving Northwest Ohio, has moved to a new location. The new address is:

**OAPSE/AFSCME Toledo Field Office**  
1910 Indian Wood Circle, Suite 201  
Maumee, OH 43537

Telephone numbers have also changed. Members will be able to reach the Toledo Field Office at:

(419)887-5758 (Local Number)  
(800)265-1810 (Toll Free)  
(419)887-5759 (Fax)

*[Continued from Cover Page]*

nated in the budget through a line-item veto, but the Governor believes that the children affected will be covered through other programs and funding sources. Clearly, we don't agree with the Governor on this veto. We feel that these children are better served by OAPSE members in the ELI programs. That's why we worked so hard to protect these programs and these members in the bud-

get process. So we are very disappointed in the line-item veto of these programs," Weston said.

Another of the Governor's vetoes dealt with the full replacement of Tangible Personal Property (TPP) tax contributions to school districts and local governments. The TPP replacement dollars were scheduled to end – which would have cost school districts millions of dollars from corporations. The new budget guaranteed continued

funding indefinitely. The Governor vetoed that section of the plan and committed to finding a more stable, workable solution by the next budget deadline.

In the meantime, the Corporate Activity Tax (CAT) will continue to replace the loss of those TPP monies, eliminating the budget holes at the local level. For school districts, this applies through 2013. For local governments, full replacement dollars end as originally proposed, in 2011. □

## What's True — and What's Not — About Health Care Reform

With all the talk about health care reform, it's hard to tell the truth from fiction. Six committees in Congress are working on health care bills, adding to the confusion. But one thing that is very clear is AFSCME's commitment to making sure our members are protected in any bill that passes.

The U.S. House of Representatives Energy and Commerce Committee passed HR3200 in July. While not a perfect bill, it goes a long way toward fixing our health care system. Yet, it has come under attack from the media and at town hall events across the country.

In an effort to set the record straight, AFSCME and one of its partners on health care reform, Health Care for America Now, have developed a fact sheet. It lists the page, the section of the bill, and the language that is in dispute. It should help clarify the specifics of HR3200 and what President Obama and Congress are trying to accomplish. You can find it on the OAPSE website at [www.oapse.org](http://www.oapse.org).

And for more on health care reform, visit [www.healthcareforamericanow.org](http://www.healthcareforamericanow.org). As you research health care reform and its effect on OAPSE members, here are some points to keep in mind. Our union backs health care reform that includes:

- ✓ **A truly inclusive and accessible health care system in which no one is left out.**
- ✓ **A choice of a private insurance plan, including keeping the insurance you have if you like it, or a public health insurance plan that guarantees affordable coverage without a private insurer middleman.**
- ✓ **A standard for health benefits that covers what people need to keep healthy and to be treated when they are ill. Health care benefits should cover all necessary care, including preventative services and treatment needed by those with serious and chronic diseases and conditions.**

- ✓ **Health care coverage with out-of-pocket costs including premiums, co-pays, and deductibles that are based on a family's ability to pay for health care and without limits on payments for covered services.**
- ✓ **Equity in health care access, treatment, research and resources to people and communities of color, resulting in the elimination of racial disparities in health outcomes and real improvement in health and life expectancy for all.**
- ✓ **Health coverage through the largest possible pools in order to achieve affordable, quality coverage for the entire population and to share risk fairly.**
- ✓ **A watchdog role on all plans, to assure that risk is fairly spread among all health care payers and that insurers do not turn people away, raise rates, or drop coverage based on a person's health history or wrongly delay or deny care.**
- ✓ **A choice of doctors, health providers, and**

**private and public health insurance plans, without gaps in coverage or access and a delivery system that meets the needs of at-risk populations.**

- ✓ **Affordable and predictable health costs to businesses and employers. To the extent that employers contribute to the cost of health coverage, those payments should be related to employee wages rather than on a per-employee basis.**
- ✓ **Effective cost controls that promote quality, lower administrative costs, and long term financial sustainability, including: standard claims forms, secure electronic medical records, using the public's purchasing power to instill greater reliance on evidence-based protocols and lower drug and device prices, better management and treatment of chronic diseases, and a public role in deciding where money is invested in health care.** □

## OAPSE Rallies for Health Care Reform

Members of OAPSE from across Ohio joined thousands of union activists and others working for affordable, accessible health care for every American at a rally in Washington, D.C., on June 25. They were there to demand action on health care reform this year from Congress. The OAPSE activists traveled to the nation's capital by bus and car to rally and lobby legislators to pass meaningful health care reform in keeping with President Obama's plan.

AFSCME is among the unions working hard on the president's health care initiative, which would guarantee health coverage for every American.

OAPSE will post updates and action requests to the website during the months ahead, so stay tuned! □



These activists from across the state traveled to the Health Care Rally in Washington, D.C. to demand health care reform.



# School Employees Have Impact on Health Care Board

OAPSE was instrumental in restoring funding for a key state board that is working to protect the health care benefits of school employees across Ohio. Funding for the School Employees Health Care Board had been eliminated in the first budget proposal to go before the Conference Committee.

Chris Holland, vice president of OAPSE Local 320 at Oregon City Schools, was appointed by Governor Ted Strickland to serve on the board. *"We are doing important work to reduce costs to employees and their employers and to ensure quality health care benefits to school employees. It was just not acceptable to eliminate this board's funding and our ability to complete our mission,"* Holland said.

OAPSE Director of Political Action and Legislative Affairs Randy Weston worked with the Ohio House Democrats and the Governor to restore most of the funding to the board. *"We were able to*

*make it clear to Speaker Armond Budish and to the Governor that the School Employees Health Care Board is helping school districts save money while at the*

Board's Advisory Committee. He stressed the importance of the board's work and the value to OAPSE members. *"Health care costs are always on our*

*minds because they are such a key component of any negotiations we have with the employer. We have to use all the tools we have to keep costs down and keep benefits strong for our members. That's why we didn't want to lose this funding,"* Hamilton said.

Fred McGraw is also a Senate-appointed member of the Advisory Committee. Formerly OAPSE's Director of Education and Research,

McGraw, now retired, serves as an OAPSE consultant on the key matters of health care and retirement. *"Chris and Dave are making a big difference in OAPSE's contribution to finding long-term solutions to health care concerns. The restoration of this funding will allow us to continue working to achieve our goals,"* McGraw said. □



**Christine Holland**



**Dave Hamilton**



**Fred McGraw**

*same time ensuring decent, affordable health care benefits for working families. So, we got most of the funding restored,"* Weston said.

Dave Hamilton, a member of the OAPSE State Executive Board from Eastern District and a member of Local 003 in the Zanesville City Schools, was appointed by the Senate to serve on the

# Simmons-Talley Appointed to Task Force

One of OAPSE's long-time leaders in Central Ohio has been appointed by Governor Strickland to be a part of the Ohio Anti-Poverty Task Force. Betty Simmons-Talley, or BJ as she is known throughout Local 336 at the Columbus City Schools, was named by the Governor to the group charged with helping find answers to the problems of poverty in Ohio. A bus driver, she is president of the Columbus School Employees Association (CSEA) and is also a member of the OAPSE State Executive Board, representing the Central District.

*"They brought together a wonderful group of people from all walks of life to discuss practical solutions to the problems of poverty. It was an awesome humanitarian experience, and I thank Governor Strickland for the opportunity to be a part of it,"* said Simmons-Talley. Members of the task force were selected from state agencies, faith-based and non-profit organizations, Ohioans living at or below 200 percent of the federal poverty level, business and labor leaders and anti-poverty stakeholders from across the state.

Through several community meetings, the group discussed the issues facing working families and the very poor in today's economy. *"We found that transportation in rural areas was one of the things that created a major problem. With no*

*public source of transportation, how are people going to get to the jobs they need to be at or the doctor's appointment that are out in a different county?"* said Simmons-Talley.

She said the meetings brought up all kinds of issues, from how to help people leaving prisons find jobs to the choices people are forced to make when their income is too low to cover their expenses. *"The decision sometimes comes down to either you pay your rent and eat or you pay your healthcare."*

The task force focused on providing practical and realistic short and long-term recommendations on reducing poverty in Ohio. Twenty-three shorter term recommendations were submitted to the Governor in September 2008. *"We wanted a list of short-term goals that were reasonable, workable and could more easily be accomplished,"* explained Simmons-Talley.

In April of this year, the task force delivered to the Governor longer term recommendations. The full report suggested several approaches to reducing economic distress for many Ohioans, including: improving access to existing services, expanding current programs, and creating new opportunities.

OAPSE Executive Director Joe Rugola praised Simmons-Talley, her role on the task force, and her unwavering commit-

ment to making life better for every Ohio working family. *"Over the years, I have seen BJ work tirelessly to stand up for those who need a strong voice. She is always there for her kids on her bus, for her*

*members and for everyone who is a part of OAPSE. Now, she has added that strong voice to a meaningful discussion on ending poverty and helping our state's most vulnerable citizens. I commend her for her work, and I commend the Governor for knowing her value and appointing her to this important group,"* Rugola said.

Simmons-Talley said she sees a glimmer of hope for the future. *"We are working, looking for solutions, and by God's grace it can be accomplished."* Betty Simmons-Talley has been a bus driver with the Columbus Public Schools for 20 years. Her commitment to justice and equality goes all the way back to the 1960s, when she marched with Dr. Martin Luther King, Jr., from Selma, Alabama, to Montgomery, Alabama, as part of the civil rights movement. □



**Betty (BJ) Simmons-Talley**

# Rugola Receives Recognition as "Democrat of the Year"

The Ohio Democratic Party (ODP) has made official what OAPSE members have known all along – Joe Rugola is a leader who gets things done. At the ODP State Party Dinner, U.S. Senator Sherrod Brown and Governor Ted Strickland joined Chairman Chris Redfern in presenting Joe with the award for "Ohio Democrat of the Year."

*"Nobody, and I mean nobody, is more responsible than Joe for advancing the Democratic cause here in Ohio,"* said Strickland. *"Joe worked his heart out to win the governorship, take back the Ohio House, and put Barack Obama in the White House. He's a trusted friend and visionary leader who never forgets where he came from."*

Redfern echoed that sentiment, noting, *"Joe is someone you can count on, no matter what. He's the heart and soul of Ohio's Democratic Party."*

Any OAPSE member could easily cite what Joe Rugola means to Ohio and to the labor movement. Known for his extraordinary loyalty, Joe insisted on continuing as Executive Director of OAPSE after being elected President of the Ohio AFL-CIO in 2007. Joe has always been willing to go the extra mile, leading the way for change.

During the presidential campaign, Rugola walked 313 miles on foot through Ohio, stopping in cities and towns, to hear the stories of the state's working families, and bring home the message that a vote for Sen. Barack Obama would be a vote to leave eight years of Bush-McCain economic po-



OAPSE Executive Director Joe Rugola (third from left) was honored as the "Democrat of the Year" at the Ohio Democratic Party's Annual State Dinner in June. Presenting the award to Joe were (left to right) Governor Ted Strickland, U.S. Senator Sherrod Brown and Ohio Democratic Party Chairman Chris Redfern.

licies behind and move to change our country for the better.

*"Joe has been there for OAPSE and for Ohio at our lowest points and has led the way through. He has helped build our union into the strongest voice possible for public employees,"* added JoAnn Johnntony, OAPSE State President.

Reluctant to be singled out, Joe received the award by saying, *"Let me accept this award on behalf of the hard-working people of OAPSE. They are the real heroes who make a difference every day."*

The inscription on the plaque, read by Governor Strickland while being pre-

sented to Joe, reads as follows: *"Joseph P. Rugola is a tireless, uncompromising leader for the Labor movement and for the Democratic Party. His lifelong dedication to improving the lives of working families, his commitment to economic and social justice, and his optimistic, can-do spirit embody the core values of our Democratic Party, while his vision, passion, and extraordinary leadership have built, strengthened and improved our Party at all levels. For his unwavering dedication and for serving as an inspiration to and example for us all, the Ohio Democratic Party presents Joe the 2009 Democrat of the Year Award."* □

## OAPSE Well-Represented in State School Bus Road-E-O



Photo by Nanette Folsom  
State Bus Road-E-O Grand Champion Chuck SantaMaria

Four OAPSE members were among the top 10 finishers in the State School Bus Driver Safety Road-E-O, held May 17 in Columbus. They earned their spots in the event by placing high in their regional Road-E-Os earlier in the spring.

Chuck SantaMaria of Orange City Schools, Local 561, took first place at the state event. As the state's top finisher, he qualified for the International Road-E-O and placed 30<sup>th</sup> there in July. Debbie Burns, also of Local 561, finished fourth in the state competition. Steve Dougan, a member of Alexander Local Schools, Local 525, was sixth. Janet Weber, a member

of Norton City Schools, Local 167, was the 10<sup>th</sup> place finisher.

*"Our bus drivers pride themselves on getting Ohio's children to and from school safely. We know they are the cream of the crop, but this just proves it,"* said OAPSE State President JoAnn Johnntony.

The event is co-sponsored by OAPSE, the Ohio Education Association, the Ohio Department of Education, the Ohio Association for Pupil Transportation and the Ohio School Bus Mechanics Association. Drivers took written and maneuverability tests for their scores.

For a complete list of state winners, visit the OAPSE website at: [www.oapse.org](http://www.oapse.org). □



Photo by Nanette Folsom  
Fourth Place Winner Debbie Burns



## Organizing for Power — and Justice!

After a nearly year-long fight, the bus monitors at Akron City Schools have won the right to be members of OAPSE. They initially tried to organize a local union in June 2008, but the employer contested the make-up of the bargaining unit. OAPSE was forced to take the case all the way to the State Employment Relations Board (SERB) to win justice for these workers.

*"This is a clear illustration that we will do whatever it takes to protect the rights of our members — and those who are trying to join our union. We would have preferred to work this out with the*

*employer, but we were willing to fight as long as we had to for these workers,"* said OAPSE Associate Director Gary Martin.

The 10 bus monitors join their OAPSE brothers and sisters in Local 689 and Local 778.

In the Southeast District, the educational aides, cooks and bus aides at Chesapeake-Union Exempted Village Schools have unanimously voted to join OAPSE. The 40 workers are members of OAPSE Local 272. They join their brothers and sisters at the school district, who work in various classifications and are members of OAPSE Local 275. □

## OAPSE Announces Staff Changes

OAPSE Executive Director Joe Rugola has announced staff changes that *"will strengthen our union's ability to provide important services to our 39,000 members and allow us to expand our organizing efforts to build an even stronger institution."*

Larry Malone has been named Director of Education. He is taking on that role after the retirement of Fred McGraw, who had served as Director of Education and Research. McGraw will remain with OAPSE as a



**Larry Malone**

Director of Education consultant on the key issues of retirement and health care. In his new role, Malone will teach the OAPSE Institutes, which include: Leadership, Officers, Collective Bargaining, Grievance Steward and Health Insurance.

He graduated from The Ohio State University with a bachelor's degree in political science. He previously worked as an OAPSE Field Representative. *"I'm looking forward to continuing to work with OAPSE members and help to educate our leaders and activists on issues important to them,"* Malone said.

Dave Adam will be stepping up as a Field Representative in the Central Region. Adam has spent the last nine years as OAPSE's Coordinator of Organizing. A long-time union employee, his previous experience includes 20 years with the Bakery, Confectionery, Tobacco Workers, and Grain Millers (BCTGM) International Union. *"I think my organizing experience will be a real asset in working with our Local unions and representing our members at the bargaining table and in grievance and arbitration hearings,"* Adam said.

Brian Beallor has joined OAPSE as the Coordinator of Organizing. He recently earned a master's degree in labor relations from Kent State University. *"Being raised in a union family, I truly value organized labor and what membership in a union means for working families,"* Beallor said.

*"I know our State Executive Board and staff join me in congratulating Larry, Dave and Brian. Their work will be a real asset to our union,"* Rugola said. □

## Rock Hill Celebrates Arbitration Win

In a move that protected OAPSE jobs and a strong OAPSE contract, Local 252 members of the Rock Hill Local School District have won a victory in a dispute with management over contracting out bargaining unit work.

The employer had attempted to privatize some landscaping work during the summer of 2008, but the move clearly violated the union contract and was in contradiction to past practice at the school district. Workers who in the past had been offered summer landscaping work were not going to watch that work given away to a private firm, and the union filed a grievance.

OAPSE took the case all the way to arbitration. In finding for the union, the

arbitrator ruled that the employer had not acted in good faith and that it violated the contract when it seriously weakened the opportunity of employees to work during the summer. The school district was ordered to pay the employees and to work with the union to determine the amount they are owed.

*"This is a big win for the employees who missed out on this work,"* said Local President Lena Dawson. *"But just as important is the clear decision from the arbitrator that the employer cannot ignore our contract. Negotiated language must be followed by both parties, and when the employer chooses not to do that, we take action to protect our members."* □

## Local 302 Wins Contract Dispute

Local 302's fight for justice has paid off with a settlement with the Warren County Board of MRDD that sends a clear message that OAPSE contract language must be followed. The Local and the board had negotiated language that guaranteed the union president a seat on the joint health insurance committee. The board had independently removed Local 302 President Tina Vance from the committee and replaced her with an employee who had sought to decertify the union.

OAPSE took action and filed an Unfair Labor Practice (ULP) charge with the State Employment Relations Board (SERB) to challenge the contract violation. The union's legal department won a settlement that returns Vance to the committee and removes the hostile employee. The employer admitted the contract violation and pledged to follow the contract lan-

guage in the future. The board also agreed to bargain in good faith with OAPSE on all mandatory subjects of collective bargaining. As a result of the win, OAPSE has withdrawn the ULP with SERB.

*"This is exactly what we wanted from the employer — a public acknowledgment that they cannot violate our contract. I look forward to continuing to serve Local 302 members as an active member of the insurance committee,"* Vance said. She thanked OAPSE for *"giving our Local everything we needed to get this victory and send this message that our contract cannot be ignored. That's why we belong to the strongest, best public sector union in the state. Even though we are a small local, we have the support of 39,000 of our brothers and sisters when we have a challenge like this, and that made the difference in this case."* □

## OAPSE Wins Background Check Battle

**O**APSE won a major battle to protect the rights of school employees who under Ohio law must submit to background checks.

The background checks were a result of legislation passed in the Ohio Senate during the last session of the General Assembly. The law was targeted at teachers, but at the last minute was expanded to include all school employees.

*"In theory, the law's intent was to keep school children safe. However, when background checks were initially performed under the law, we saw some of our members who had been on the job for 10 or 20 years terminated because they made mistakes in their youth,"* said Randy Weston, OAPSE Director of Political Action and Legislative Affairs. *"These were good, hard-working employees, and in many cases, management told us they didn't want to terminate them but were left with no choice because of the legislation,"* he said.

OAPSE was successful in getting the State School Board to recognize that not all of the charges that show up on background checks should be automatic non-rehabilitative offenses that cause immediate termination of employment or permanently bar an individual from being hired as a school employee. *"The problem occurred when the State School Board failed to set up the recommendations for the Department of Education for the rules of rehabilitation,"* Weston said. *"So local school districts did not have standards they could use to deter-*

*mine whether or not an employee was or could be rehabilitated and kept on the job or hired as a new employee."*

OAPSE worked with the State School Board, the Ohio Department of Education and the Joint Committee on Agency Rule Review (JCARR) to reach a remedy. Now, 25 of the less serious and less threatening offenses that would have been automatic disqualifiers are ones from which a non-licensed school employee can be rehabilitated, allowing people to stay on the job or be newly hired if all rehabilitative requirements are met.

OAPSE Executive Director Joe Rugola said the changes will have far-reaching effects for OAPSE members without jeopardizing the safety of a single public school student. *"This really came down to the question of whether a person who has been a valued employee and contributed to the success of the organization should be penalized with the loss of their job because of an offense – such as theft – that occurred a decade or two ago,"* Rugola stressed. The new regulations, he said, will not put recently convicted individuals in our schools, *"but will permit schools to hire or continue to employ otherwise responsible adults who may have made a mistake."*

*"Now,"* Weston said, *"school districts will evaluate locally within the mandated rules for rehabilitation. This is a much better solution that will work for everyone. This is how government is supposed to work for the benefit of all."* □



## SERS Saves Nearly \$24 Million in Prescription Drug Costs

**A**ction by OAPSE-endorsed board members of the School Employees Retirement System (SERS) has led to the savings of nearly \$24 million in prescription drug costs. By switching to Express Scripts, the system saved \$23.9 million. SERS moved to Express Scripts from Medco.

The largest savings came from increasing the Generic Fill Rate from 62.3 percent to 70.6 percent. Getting better pricing saved \$5.3 million, and rebates put another \$3.16 million in the fund.

To help reduce drug costs even more, the SERS board approved changing SERS' prescription drug plan to cover some over-the-counter (OTC) prescriptions at lower co-payment rates. This change goes into effect January 1, 2010. □

## 2010 OAPSE/AFSCME Memorial Scholarships

The OAPSE/AFSCME Memorial Scholarship Foundation, Inc. will award financial assistance to deserving students again this year. To be eligible, an applicant must be a graduating high school senior and the daughter and/or son of an active OAPSE member or Legal Guardian. The applicant must intend to enroll in a full-time degree program of an accredited college, university or business/technical

school and must enter the fall term following the granting of the scholarship. The scholarships may be used for any field of study.

Requests for applications or information regarding the OAPSE/AFSCME Memorial Scholarships must be made by the active OAPSE member by completing the mailing label and sending it to the address listed below. Information and applications may

also be downloaded in November from the union's website at: [www.oapse.org](http://www.oapse.org). Click "Benefits of Membership," then "OAPSE and AFSCME Scholarships." Completed applications with all necessary supportive documentation must be sent in one envelope and postmarked **no later than March 1, 2010**. The Scholarship Committee will meet in April, 2010 to select the winners. □



OAPSE/AFSCME Memorial Scholarship Committee  
ATTN: Mary Beth Thompson, Chairperson  
6805 Oak Creek Drive, Columbus, OH 43229-1591

**PLEASE DELIVER TO:** (Please print information clearly on the mailing label.)

Member's Name \_\_\_\_\_ Local # \_\_\_\_\_

Address \_\_\_\_\_

City, State & ZIP \_\_\_\_\_



# Memorial Scholarships of \$1,500 Each Awarded



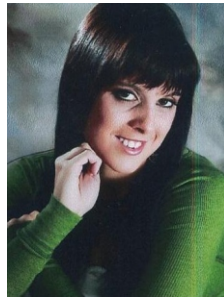
**Matt Adam**

Matt is the son of Tommy Sue Adam, Newark City Schools, Local 190. He will be attending The Ohio State University (Newark Branch) and plans to major in Political Science.



**Miriam Bonam**

Miriam received the Janet Ledger Memorial Scholarship. She is the daughter of Larry Bonam, Osnaburg Local Schools, Local 031. She will attend Malone University to major in Nursing Therapy.



**Callie Clark**

Callie is the daughter of Barbara Clark, Buckeye Local Schools, Local 373. Her plans are to attend Wheeling Jesuit University where she will study to become an Anesthesiologist.



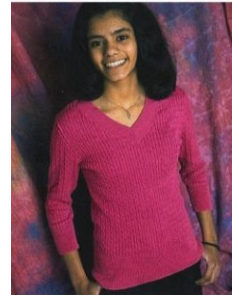
**Miranda Allen**

Miranda is the daughter of Michelle Allen, Norwalk City Schools, Local 269. She will be attending Walsh University where she plans to major in Physical Therapy.



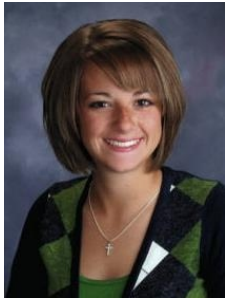
**Joshua Chadima**

Joshua received the Pete Christopher Memorial Scholarship. He is the son of Lori Chadima, Woodridge Local Schools, Local 544. He will attend Mt. Union College to major in Education.



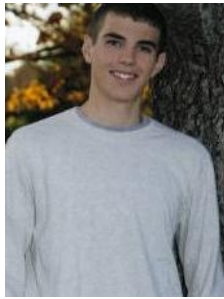
**Ishani Peteya**

Ishani received the Doug Murdock Memorial Scholarship. Ishani, daughter of Annie Peteya, Lakewood City Schools, Local 129, will attend the University of Dayton to major in Chemistry/Secondary Education.



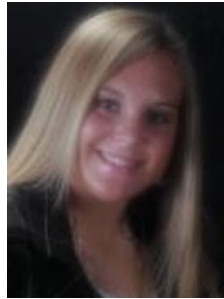
**Lauren Purdy**

Lauren is the daughter of Cheryl Purdy, Medina City Schools, Local 305. She will attend Bowling Green State University to major in Interior Design.



**Kevin Knight**

Kevin is the son of Jennifer Knight, Berlin-Milan Local Schools, Local 350. He will attend The Ohio State University where he plans to major in Mathematics.



**Katlyn Conkle**

Katlyn is the daughter of Analee Conkle, Kenton City Schools, Local 344. She will be attending the University of Toledo and is planning to major in Physical Therapy.



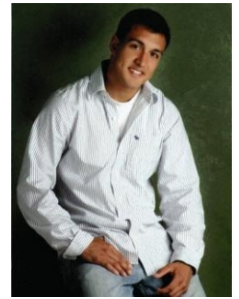
**Courtney Ferguson**

Courtney, daughter of Gary Ferguson, Scioto Valley Local Schools, Local 013, will attend Shawnee State University and plans to major in Physical Therapy.



**Rachel Harris**

Rachel is the daughter of Darlene Harris, Edgewood City Schools, Local 679. She will attend the University of Cincinnati to major in Interior Design.



**Mike Escobar**

Mike received the Mary Manuel Tribute Scholarship. Son of Damon Escobar, Kettering City Schools, Local 573, he will attend the University of Cincinnati to study in the medical field.



**Stephen Grim**

Stephen, son of Janie Grim Smith, South-Western City Schools, Local 211, was named the first recipient of the Lianne Vernell Memorial Scholarship. He plans to attend The Ohio State University to study Film and major in Education.

## Union Plus Awards for Members and Children

OAPSE Local 273 member Cathy Kron has been awarded a \$750 scholarship from Union Plus. A teaching assistant at Forest Hills Local Schools, she is furthering her education in the field of medical assisting. She is particularly grateful for her union contract language. *"The health care benefit is hugely important to all members,"* she said. *"And my union has definitely come through for me by opening the doors to opportunity and a better future."*

An employee in the Columbus City Schools and member of OAPSE Local 518, Debora

Wallace-Wood has won a \$750 scholarship to complete her "dream deferred." Wallace-Wood is working toward a degree in Early Childhood Education and eventually wants to pursue a master's degree in Integrated Teaching and Learning. She and her husband are members, and *"we both recognize the importance of our union when it comes to job security and negotiating contracts."*

Kelley Smith, son of Edgewood City Schools, Local 679 member Randall Smith, was awarded a \$1,500 scholarship. He will continue his education at Michigan State University.

Erik Culross, son of Mapleton Local Schools, Local 348 member Sandra Culross, was awarded a \$750 scholarship. Erik is pursuing an engineering degree at Cleveland State University.

Sharon Vanhooose, a member of Hilliard City Schools, Local 310, recently was selected to receive a "Union Plus Driver Training Grant" of \$250. The grant was provided by the Union Plus Auto Insurance program, offered through AIG. The amount is intended to reimburse some expenses of a safe driver training program. □

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## **Union Plus Scholarships Available for 2010**



**T**he Union Plus Scholarship program, sponsored by the Union Plus Education Foundation, helps union members and their families defray the cost of higher education. Since 1992, the program has awarded over \$2.4 million to deserving students.

Current and retired members of our union, their spouses, and their dependent children (as defined under IRS regulations) are eligible. Members must have at least one year of continuous good-standing membership in AFSCME in order for spouses and dependents to be eligible. Members do not have to purchase any Union Plus program product or participate in any Union Plus programs to apply for the scholarship. Scholarship awards are not based upon participation in a Union Plus Program.

The amount of the award ranges between \$500 and \$4,000. This is a one-time cash award sent to individual winners for study beginning in the fall of the same year.

The scholarship program is open to students attending or planning to attend an accredited college or university, a community college or a recognized technical or trade school. Graduate students are eligible. Applicants for scholarships are evaluated according to academic ability, social awareness, financial need and appreciation of labor. All requirements must be met in order for the application to be considered.

Members can download the Union Plus Scholarship application form at: <http://www.afscme.org/members/882.cfm>.

Completed applications with all required materials **must be postmarked no later than January 31, 2010**. Mail to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, D.C. 20043-4800. Only scholarship recipients will be notified. These notifications will be sent on May 31, 2010. □

## **2010 AFSCME Family Scholarship Program**

**T**he AFSCME Family Scholarship Program is available to any graduating high school senior who is a daughter, son or financially dependent grandchild of an active or retired AFSCME member, and an applicant to an accredited college or university and subsequently accepted full-time student in a four-year degree program. The scholarship may be used for any field of study. Ten (10) scholarships of \$2,000 each will be awarded. Once awarded, the scholarship will be renewed for \$2,000 each year, for a maximum of four years, provided the student remains enrolled in a full-time course of study.

To request an application or to download the application, go to: <http://www.afscme.org/members/880.cfm>. Make sure your completed application, with all supporting documentation (essay, transcripts, letters of recommendation, SAT or ACT scores, proof of AFSCME membership, etc.) is mailed together in one envelope and **postmarked no later than December 31, 2009** to:

AFSCME Family Scholarship Program  
ATTN: AFSCME Advantage  
1625 L Street NW  
Washington, DC 20036

The winners will be announced by March 31, 2010. □

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