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March 23, 2023

Save the Dates:



ETA Volunteering for The Cleveland Foodbank 4/6

Legislative Reception March 20, 2023

ETA Social May 19, 2023 Irish American Club Celebrate our retirees!

Labor Vocabulary Word

ULP: Unfair Labor Practice:

The Ohio Public Employees' Collective Bargaining Act of 1983 (codified under Chapter 4117 of the Ohio Revised Code) sets forth the rights of OEA's members to collectively bargain. Included in these rights is the ability of employees and employee organizations (associations) to file ULP's. An unfair labor practice is a charge filed with the State Employment Relations Board ("SERB") that alleges a violation of Chapter 4117.

Scan below for direct link to documents and more that Teachers will use throughout their day. Many of documents were formerly on the Intranet.



Euclid Teachers Association Journal

General Membership Meeting

The seats were filled with ETA Red for Ed in the Little Theater for our Annual ETA General Membership Meeting on March 7, 2023. Co-Presidents Sue Amato and Cindy DeLong delayed the traditional Call To Order by responding to the email Superintendent Chris Papouras sent at 2:05 p.m., only minutes after the leadership had a meeting with HR director Jacki Sturm which ended with unanswered questions. Historically, affected staff would have been informed of cuts before any communication was sent to the district. Superintendent Papouras broke past practice by sharing information with the entire district about changes to the staffing and programming in all buildings throughout the district. Unsuspecting teachers opened the email during their instructional day and were able to see that their jobs were being eliminated by clicking on an attachment to the email. Our bargaining unit members learned that there will be a loss of a minimum of ten jobs for colleagues and friends, with the possibility of several more teaching jobs being cut, dependent upon the superintendent's decisions for right-sizing. At this time, there has been no determination of right-sizing of administrative or other nonbargaining unit positions. #OneEuclid If you feel that your position is one that may be affected by the right-sizing and have questions or concerns about your position, please contact Jacki Sturm, jsturm@euclidschools.org. Also, please fill out the link that Mr. Papouras sent in his email. MAKE SURE TO COPY SUE AMATO AND CINDY DELONG on any communications that you send. Once the co-presidents concluded their response to the superintendent's email, Chad Stephenson, our OEA Labor Relations Consultant, answered questions relevant to RIFs. The general membership meeting was then called to order. Sue Amato shared the varied list of activities undertaken by our Association in order to assist members. Committee chairpersons then gave their updates. The Membership Co-chairperson indicated that there are currently 432 active ETA members. Ron Zucca, Healthcare chairperson, discussed our health care holiday and the EAP program available to our members. We also heard from the social and scholarship chairpersons, Dawn DeMarco and Jessica Tomsic respectively. Tanya Aponte-Brown, Nominations and Elections chair, announced that letters of intent were received for all ETA offices, and she conducted nominations from the floor as required by our constitution and bylaws. The meeting concluded with door prizes; we then honored and celebrated Co-President Sue Amato who will be retiring this year. ETA hired the services of the culinary program to provide cake, cupcakes and cookies for those in attendance. Being an egalitarian organization, our cake was served to all! Sue Amato, we are so appreciative of all of your years of dedication to Euclid Teachers Association. Thank you so much



Congratulations to our incoming ETA Leadership Team. Co-Presidents: Cindy DeLong(EHS) and Jason Cleaver(EHS) Co-Vice Presidents: Melisa Norton(EMS) and Susan Withers(EHS) Treasurer: Ron Zucca (EHS) Secretary: Darlene Puljic (EHS)

Membership by April Costello and Tabitha Pesch

We currently have 432 Members in our Euclid Teachers Association. We are proud to report near 100% participation in our union. Please visit <https://www.ohea.org/member-center/member-benefits/> to find out all the benefits to belonging to our Union. Remember to wear **Red for Ed on Tuesdays!**

Please make sure you welcome any new faces and send any potential new teacher's names with Membership, April Costello and Tabitha Pesch.

Celebrate Solidarity

"Let the workers organize. Let the toilers assemble. Let their crystallized voice proclaim their injustices and demand their privileges. Let all thoughtful citizens sustain them, for the future of Labor is the future of America." *John L. Lewis*



OEA Fund by Michelle Kachler

If you have not done so already, please visit www.ohea.org/oea-fund/ and contribute to the OEA fund, formerly known as FCPE. Every dollar helps.

Your donation supports politicians that advocate for all aspects of public education from funding to teacher autonomy. We need this more than ever with the push for Pro-Choice School Funding. We need politicians that absolutely support Public Education. The OEA Fund helps to vet and support these candidates.

Michelle Kachler currently serves on the Legislative Committee with NEOEA. The Legislative Committee planned a Legislative Reception on March 23.

ETA Community Links

Our next opportunity to give back is visiting the Cleveland Food Bank on 4/6/23 from 6-8. We are hoping to get teachers from every building to participate. Sign up with a friend today. See email from Kelly Henry for details and link to sign up.

khenry@euclidschools.org.

Check out these **ETA** resources: ETA website: http://euclidta.ohea.us/?page_id=204

Follow We Support Euclid Teachers and Euclid Teachers Association on Facebook and Instagram

Crisis: A Look Back and Forward by Jason Cleaver

It has been just over a year since our contract crisis was resolved. It seems so long ago to me, possibly it does to you as well. Maybe it's because the hustle and bustle of teaching, the feelings of being overwhelmed, frustrated, touched, and then inspired come to us so frequently that we lose track of time. Therefore, I thought I would write a few words to remind us of the great sacrifices we made in the 2021/2022 school year. Hopefully the words will bring back a few personal memories and a smile or two.

Who will forget: black outs, red outs, media cameras, bumper stickers, making signs, moments of prayer, literature drops, yard signs, this newsletter, trapping certain administrators in Memorial and then marching to Babbitt, sitting in their cars waiting to "walk in" together, then high fiving students as we "walked out" together, "pulling the horn" for cars to beep as they drove by, "what do we want - respect - when do we want it - now, ETA, ETA", bundling up extra thick to try and cut that Euclid wind, scurrying around the protest line from colleague to colleague, the sun-faded car signs, sitting intently through meetings both live and on zoom, getting countless numbers of remind messages (sometimes consecutively!), attending Board meetings that were short and sweet, others that were loud and boisterous, such as the packed tiny Little Theatre where we took "extra time" to speak, or the change in schedule so that the Board could eat cake ("Let Them Eat Cake", seared into memory forever), or guest speakers knocking it out of the park time and time again. Collectively we sacrificed and put the time in!! Individually we sacrificed even more, in our own ways. What a year!

As a result of the contract crisis, we forged new bonds. Those bonds are still needed today. Another contract negotiation is coming next year. The team on the other side is still the same. One reason that we were successful in 2022 can be credited to our building-by-building mobilization efforts. It started with simple asks from your building reps, such as updating your personal email address and cell phone number. Attending ETA events or socials can help you get the latest information and keep you in the loop. **It is important to continue to do this.** If we stay connected, the ETA will be ready for the next crisis. I "laughed out loud" a few times recalling these events, I hope you did as well. I was also reminded of our sacrifice. Let us not forget but build upon our shared experience. It has been my pleasure looking backward and forward!
ETA STRONG!

Scholarship Drive by Jessica McElroy

The Scholarship fundraiser has been very successful this year, thanks to the many members who have participated in the football pools. The purpose of the Scholarship fundraiser is to provide a scholarship opportunity for a graduating Euclid High School senior who has declared their major in education, for college. We held three successful fundraisers, the Halloween game, Christmas Eve game, and the Super Bowl. We raised a total of \$1,500 dollars for this scholarship. We also gave away winnings of a total of \$1,500 dollars. Congratulations to all of this year's winners from all of the games: Chris Varady, Annie Bowen, Jenn Sylvester, Michelle Kuhn, Charlene Johnson, Kalie Illiano, ET Otto, Rick Lytle, Jayne Mast, John Yuha, and JP Otto.