



QR for electronic
Version of this
newsletter.

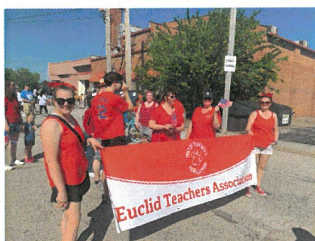
April 27, 2023

Save the Dates:



**Professional Compensation Form
(Salmon Sheet) due May 17**

**ETA Memorial Day
Walk in the Parade
Monday, May 29
9:30am until about 12:00**



**ETA Social May 19, 2023
Irish American Club
Celebrate our retirees and the
Outstanding Educators!**

Labor Vocabulary Word

Grievance: Any claimed violation, misinterpretation, or misapplication of any law, rule, or regulation issued for the purpose of affecting conditions of employment.

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

ETA News by Sue Amato

District Rightsizing- When the superintendent first mentioned district rightsizing at a superintendent's meeting, he alluded to the fact that ESSER money was ending and many of the ESSER positions would not be sustained. ETA reminded him that several administrative positions had been created with ESSER funds. We stated that we hoped that there would be a proportional rightsizing of administrative positions and not just teaching positions. The superintendent informed us that he would be looking at ESSER funded positions at all levels. When ETA received the list of proposed cuts to the teaching staff, we again asked for the administrative cuts. Finally, at the April 13 board meeting, the board approved administrative cuts. An Athletic Coordinator, a Special Education Coordinator, and MTSS coordinator were cut from Fordyce, and an ELV assistant principal / special education Coordinator position was cut, constituting two cuts from the general fund and two cuts from the ESSER funds. However, a Preschool Special Education coordinator and an EHS athletic director were added to the general fund. The sum total of ESSER positions cut at the administrative level is two.

Please remember to vote for the OEA endorsed candidate for STRS Board, Arthur Lard. It only takes a matter of seconds to vote. You should have received a ballot in the mail.

On March 4 NEOEOA held Megaconference at Corporate College. Following a continental breakfast, attendees participated in three one-hour workshops on various topics. Session topics included instructional strategies, wellness, legal updates, OTES, retirement and many more. Everyone in attendance received a certificate of participation for three professional development hours.

The UNISERV workshop was held at the Paradigm Building in Mentor on March 9. Attendees were treated to dinner before attending a workshop. OEA President Scott DiMauro was in attendance and addressed the participants after dinner. Euclid teachers were well represented at this event.

OTES Corner by Susan Withers

Each building should have held a meeting to introduce the HQSD measurement tools. If you are unsure of how to measure HQSD, then please seek out your building coach or contact Susan Withers for support. Please remember that this was new for all of us this year and that this is only one component of the OTES rubric.

As you reflect upon your results for this year, consider if you want to try something new for one of your measurements for next year and be thinking about what that might be.

The OTES rubric reads as follows for Skilled under Evidence of Student Learning: The teacher uses at least two sources of high-quality student data to demonstrate growth and/or achievement over time, showing clear evidence of expected growth and/or achievement for most students.

Congratulations to our 2023-2024 Building Reps by Tanya Apontae-Brown

Building Reps attend a monthly meeting on the second Tuesday of the month. They hold meetings and share communication with our members and are there to support all ETA Members. The Building Rep. position is a one year term. If you have questions about Building Reps, email Tanya. Thank you to all who have served in the past, continue to serve and welcome to our new Building Representatives. Together we are strong. (*new)
EHS: Nora Chinchar* April Costello, Allandra Davis*, Jason DeAngelis, Kayla Hunt, Lori Nebe, Tabitha Pesch

EHS: Bridget Finnegan, Ray Gruszewski, Jonetta Reed, Carrie Walsh-Hilf

Bluestone: Sue Coustillac

Chardon: Marcia Detlev, Holly Rodgers-Uram

Shoreview: Dawn Demarco, Michelle Houser

Fordyce: Alison Zahler

ELV: Michelle Kavulich, Logan Zastawny

Arbor: Jessica McElroy

Memorial: Jayne Mast

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 to our buildings and send any potential new teacher's names to the Membership Committee, April Costello and Tabitha Pesch.

Celebrate Solidarity

"United we bargain; divided we beg." SEIU Healthcare Workers Union Local 250 Button

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 Giving back feels great! In April, teachers volunteered at the Cleveland Food Bank and worked the assembly line. Thank you, teachers, for all you do each and every for our students and community! Our next opportunity to volunteer at the food bank will be this fall.

Save the Date: Come Walk in the Euclid Memorial Day Parade. On May 29, from about 9:30-12:00, bring your family and wear your red for education, and walk in the parade. Bring a bag of candy to pass out to our community members. Kelly Henry will be sending out more information soon.



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

NEOEA Spring Representative Assembly by Melisa Norton

On Saturday, April 22, the Mayfield Education Association hosted the Spring NEOEA Representative Assembly. At that meeting, many Euclid educators were recognized for their work and volunteerism. Kelly Henry submitted applications for Positive Image Awards for the Euclid Teachers Association. Kelly's applications won ETA mini-grants that provided Euclid students Referral Free Rewards as well as funds that allowed ETA to pass out ETA pencils at the city's Trunk-or-Treat event. Cindy DeLong accepted an award for Euclid Teacher Association for the work our members gave at the Euclid Food Bank. ETA's involvement, not only at the local level, but at the regional level, has once again afforded us the opportunity to be awarded the Five Star award. This award recognizes locals who: send a representative to both NEOEA Representative Assemblies; send a representative to both OEA Representative Assemblies; send a member to attend at least one NEOEA workshop other than NEOEA Day; send a representative to at least half of the meetings of a UniServ council that met at least three times; have at least 25% of its members contributing to the Ohio Fund for Children and Public Education (FCPE); and submit an application for at least one of the four NEOEA Public Relations awards: Communications Contest, Community Involvement Grant, Public Relations Mini-Grant, or Positive Image Award.

Did you know that Euclid TA has educators working on NEOEA and OEA Committees? EHS Math teacher, Michelle Kachler sits on the Legislative Committee, Jonetta Reed, a middle school intervention specialist, is on both the NEOEA Board of Directors as well as the Personal Welfare and Financial Planning Committees, and Ben Beukeman, a middle school history teacher, just finished his term on the Organizing Strategy OEA Standing Committee and chairs the Environmental Concerns Committee. If you are interested in lending your gifts and talents, there is always room for you at local, regional, and state levels. Please contact Melisa Norton at EMS for more information.

Moving Classroom Contract Language

Copied below is the contract language regarding teacher room moves. Teachers should move their personal belongings themselves; the district will move all other materials. Despite the fact that Mr. Higley states that some people may prefer to move all of their materials themselves, for your own protection, you should have the district move everything but your own personal items. Thank you.

5.1.5 Teachers moving from one building to another shall have their materials and supplies moved for them prior to the date of their initial teaching assignment in the new building, provided that the teacher packs the materials and supplies to be moved and provided that the teacher initiates a work order form to the Business Office for such a move at least one week in advance of the desired moving date. The Board is not responsible for damage to personal items that are moved.

Why I Became a Building Rep?

I became a rep because I wanted to be a voice and advocate for non-teaching ETA members (as well as our teaching members). Being a counselor, my role is unique because I work with students, parents, staff and administration on a different level than other positions. Kayla Hunt, Counselor, Euclid High School

"I became a union rep because I believe in our district and the teachers who have chosen to be a part of this professional community. The contract is a big part of what makes Euclid such a great district to teach in, I want to support it and my local, Euclid TA." Jonetta Reed, Moderate/Intensive Intervention Specialist, Euclid Middle School.

"I was inspired to become a Building Rep because I wanted to help support our teachers and counselors. I have seen the impact and strength of working together. My dad was a Union Steward for the Teamsters. He was part of negotiations and working to help make the work environment better for all. I feel connected to him when I am at meetings, and doing my part as an active, engaged and proud ETA Member." Carrie Walsh-Hilf, Reading Teacher, Euclid Middle School