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August 17, 2023

Save the Dates:



ETA Volunteering at the Cleveland Food Bank
9/14, 2/8, 4/11



Labor Vocabulary Word

Bargaining Rights: The rights outlined in Section 7 of the National Labor Relations Act. Rights of workers to negotiate the terms and conditions of employment through chosen representatives. The bargaining agent is designated by a majority of the workers in a bargaining unit to represent the group in collective bargaining.

Scan below for access to important documents and district links, including our contract, Public School Works, and Aesop



Euclid School Board Meetings are the second Wednesday of every Month. The next one is September 13, 7pm at the Fordyce Building, 651 East 222nd Street.

Euclid Teachers Association Journal

ETA Solidarity by Sue Amato

Since we did not publish a final newsletter for the 22-23 school year, my parting words come to you as you embark on a new school year. While I do have a twinge of sadness that I won't be having another first day of school, I cannot lie... knowing my summer vacation has not ended is a sweet reward. Before I head off to another day at the pool, however, I'm taking the opportunity to encourage you one last time. Always remember to seek out your building reps or ETA leadership when you have questions about your workday, working conditions, or any contract issue, before you contact administration. Please continue your unwavering support for your Association and your ETA leadership; they will need it now more than ever as you enter into another negotiation year. Commit to stepping up your involvement in ETA; the workload increases yearly and your leadership needs help. Always realize that what is best for kids and what is best for teachers are not mutually exclusive even when administration tries to convince you otherwise. And never, ever, let anyone question your dedication to students just because you stand up for your rights. From the bottom of my heart, I thank you for all your support, dedication, hard work and friendship. A special note of thanks goes to all officers, reps and committee chairs, both past and present, but most especially to Susan Withers, Cindy DeLong, Ron Zucca, Melisa Norton, Darlene Puljic and Dave Saywell for their steadfast commitment, the hours of laughter and their treasured friendship. And one last time—it's OUR ETA not the ETA! I wish nothing but the best for all of you. In solidarity, Sue Amato

You Matter Most, So Bring It! By Jason Cleaver

Greetings teachers, welcome back to school!! There are always signs that the start of a school year is approaching. Some of us may start waking up or going to bed earlier a few days in advance. Others may become irritable towards family and friends because of the looming workload. For me, the start of school always means time to get after the remaining items on my summer "to-do" list. Many of these items may be trivial, but once the school year starts there is never time to get them completed, so its "now or never."

Since we are back now, I wanted to take a minute to remind everyone that you are the most important piece of the educational puzzle. Therefore, it is imperative that you bring energy and the best version of yourself every day to school. Your students are depending on you, they need you! No measure of accountability is greater than "doing right" for our students. OTES, HQSD, etc. can never measure the true impact that we have on our students. Each day and class bring its unique challenges, and no one is perfect. However, recognizing the impact we have on students may be the first step to ensuring that we bring "the best version of yourself" to work each and every day.

Therefore, let me briefly remind you of your importance. You touch the lives of young people in a way that often parents cannot. In some cases, you become the most important person in that child's life. You give reason, organize, empathize, advise, motivate, guide, inspire, and so much more to the young people that you see every day. When factors outside of the classroom start giving you anxiety (OTES, administration, etc.), pause, and remember your impact on these students. It's a great motivator, even when there is no time left to complete your "to-do" list. Have a great year everyone, be the best version of yourself!!



ETA Social

The ETA Social is a tradition here in Euclid. It is a celebration for teachers by teachers held every May. Congratulations to all retirees pictured here getting ready to "ring the bell," into retirement.

**Sue Ann Amato - Mary Beth Carter
Edie Mellen - Cheryl Schossler
Nicholas Selvaggio - Joan Wilson**

Congratulations also, to the Outstanding Educators celebrated this past May.

**Jodi Caruso - Jen Nekić
Nicholas Selvaggio - Jessica Tomsich**

Membership by April Costello and Tabitha Pesch

Welcome back the 2023'2024 school year! The ETA hosted 39 new teachers at New Teacher Camp on August 2nd. Lunch was provided by ETA and catered by the new Beach Club Bistro located at 21939 Lakeshore Blvd. The teachers were eager to sign up, and some appreciated a to go container due to their light appetites. If you haven't signed up for ETA please do today by going to www.ohea.org/why_belong_and_clicking_join_now.

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

No's Win! Thank you to all ETA Members who helped to get the word out about voting no on Issue 1. On Tuesday, August 8, a special election was held and the no votes won with 57% of the vote keeping constitutional amendments at a simple majority. Our next election day is November 7.

ETA Community Links The Euclid Teachers Association was honored to walk in the Euclid Memorial Day and 1st Juneteenth Parade. We also sponsored a baseball team from the Euclid Boys League once again this summer! The boys had a great time learning new skills and sportsmanship. Thank you to the teachers and the Euclid Teachers Association for making this partnership possible!

We are planning to volunteer at the Cleveland Food Bank once again this year. The tentative dates are September 14, February 8, and April 11. Ask a friend to join you and mark your calendars! Please contact Kelly Henry for questions or ideas for giving back to the community, 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

Delegate Assembly Information by Tanya Aponte-Brown

Have you ever considered becoming a delegate as an association member? An elected delegate is an individual who gets to vote on behalf of ETA and attend important meetings held at these locations listed. It is an interesting and informational way to learn more about the process and procedures of our association local, state, and nationwide. All ETA members should have received the ETA memo in the mail in July, and if you have not, please contact Tanya Aponte-Brown to update your mailing address or for questions on being a delegate.

NEOEA REP. ASSEMBLY (We are entitled to 13 delegates)

November 11, 2023- Warren G. Harding High School, 860 Elm Rd. NE, Warren, OH 44483

April 20, 2024 - Orange High School, 32000 Chagrin Blvd, Pepper Pike, OH 44124

OEA REP. ASSEMBLY (We are entitled to 8 delegates)

December 2, 2023- Ohio Expo Center, Kasich Hall, 717 E 17th Ave., Columbus, OH 43211

May 10, 2024- Greater Columbus Convention Center, 400 N High St., Columbus, OH 43215

NEA REP. ASSEMBLY (We are entitled to 3 delegates)

July 3 – July 7, 2024 - Philadelphia, PA

Treasurer's Report by Ron Zucca

For all of our returning educators, the last paycheck for last school year (2022-23) is Aug 31. Our first paycheck for the new school year (2023-24) is Sep 15. The Sep 15 pay will include our negotiated increases. All returning educators will receive a 2.5% increase. Many returning educators will receive a step increase or an educational step increase. These increases will also begin on Sep 15. We will receive workshop, new teacher camp, and summer special ed pay on Sep 29.

OTES 2.0 Corner by Susan Withers

Welcome Back to School! Last year for better or worse, many of us got our first real taste of a full observation cycle under OTES 2.0. And, for ALL of us, the struggle was way too real as we tried to remember what exactly HQSD stands for, figure out what the heck it is, select two HQSD instruments and answer the question of what am I supposed to do with it? It is ETA's hope that there will be quality PD offered that helps us all navigate OTES 2.0 with more clarity and that makes the process less stressful and, hopefully, more professionally rewarding as we all work to improve our educational craft. The first item on EVERYONE'S OTES to- do list is completing a Professional Growth Plan (PGP) by September 30. An ETA email will be sent in early September providing general guidance that will assist you in writing your Professional Growth Plan goals. Please check your email periodically for information and reminders about all things OTES. As always, questions and/or concerns regarding OTES should be

What to ask a Building Rep?

Euclid School District is a special place to work. Teachers and staff are always very helpful. However, there are times when it is a good idea to direct your questions or concerns to your ETA Building rep. Here is a checklist of when to find your rep.

- Questions about sick leave vs. personal leave, approval process.
- Questions about pay scale, how to move up the pay scale.
- Questions about License Renewal.
- Evaluations, being asked to volunteer to do "extra," without compensation.
- Being asked to have a meeting with an Administrator, you always can ask a rep. to attend.
- Helping to navigate differences with colleagues instead of going to Administration.
- Classroom and building cleanliness and safety.
- Anything that makes you question, "Is this okay? Does this apply to the contract language?"
- What are office hours?
- What are my responsibilities for Open House, Conferences, and Engagement Night?
- Are there any updates from the ETA rep Council Meeting?