



QR for the electronic Version of this newsletter.

November 19, 2023

Save the Dates:



ETA Volunteering at the Cleveland Food Bank

4/11

ETA Volunteering Senior Center

12/27, 12/28, 12/29, 1/2, 1/3, 1/4, 1/5

ETA Social

5/17/24

Labor Vocabulary Word

Weingarten Rights: The rights of employees covered by the NLRA to request union representation during investigatory interviews if they reasonably believe that the interview could result in their being disciplined.

Weingarten rights also guarantee the rights of union representatives to assist and counsel employees during interviews which could lead to discipline.

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 at 7pm at the Fordyce Building, 651 East 222nd Street.

Euclid Teachers Association Journal

Member Update by Carrie Walsh-Hilf, Building Rep

Thank you, ETA Members, for all you do each day to make our Euclid District amazing. Thank you to all who got out to vote. A big congratulations to Euclid Alumni, Evan Botzki, as being elected as a new Euclid School Board member, with Tia Otoo. We look forward to working with all of the School Board Members to continue building the best school district.

On Tuesday, November 14 your ETA Leadership Team met with Reps in our monthly meeting. The meeting this month did not follow the typical agenda. The meeting this month focused on Discipline and Academics in the district. Reps from each of the schools shared concerns and solutions, and the conversation led to documenting commonalities across the district. The conversation will continue and be shared with Administrators and our Superintendent. The goal is to work towards improving Discipline and Academics throughout the district. If you have questions, concerns or would like to be a participant in the next steps of these Summit talks, please reach out to your Building Rep.

Professional Development by Darlene Puljic, ETA Secretary

Save your certificates! As per our contract, you can earn extra pay for completing up to 25 hours of professional development training. Compensation can be turned in in increments of 5 hours. These trainings must be completed beyond your work day. The trainings must be completed from June 2023 through May 2024. You should keep a record of your trainings (certificates) in a file and be ready to turn them in by the May deadline. Also, for this year, PSW training will be worth 6 hours of PD for the time that was spent on the courses.

All pd hour submissions must be approved by your principal. If you have questions about this part of your contract, contact an ETA officer or rep in your building.

8.3 Professional Development Training Compensation

Teachers shall have the opportunity to attend professional development training in return for compensation. For each five (5) hours attended up to a maximum of twenty-five (25) hours per year, the teacher shall be paid at the rate set out in 2.1.3, i.e., .0050 of the BA base salary. Teachers who qualify for such compensation shall be paid with the final check in June. The EPDC will review the Request for Professional Development Training form at the request of the Superintendent's designee or the ETA President (see Appendix F).

Our labor unions are not narrow, self-seeking groups. They have raised wages, shortened hours, and provided supplemental benefits. Through collective bargaining and grievance procedures, they have brought justice and democracy to the shop floor.

John F. Kennedy
September 5, 1960



Membership by April Costello and Tabitha Pesch,
Membership Committee

We currently have 421 ETA Members. 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!**

ETA Community Links by Kelly Henry, ETA PR

The ETA sponsored a trunk at the community Trunk-or-Treat hosted by the Euclid Recreation Center. Trick or treaters received candy and a pencil. Thank you to Melisa Norton for volunteering for this event!



Come participate in our annual Teacher Volunteering event at the Euclid Senior Center. There are many days to choose from: 12/27, 12/28, 12/29, 1/2, 1/3, 1/4, 1/5. You can help with lunch, sing Karaoke, help with Bingo. Lots of help is needed. "I love giving back, it is a holiday highlight, and our Euclid Seniors love having us." Carrie Walsh-Hilf. Kelly Henry shared a sign-up sheet.



Photo: December 2023. Kelly Henry singing Karaoke.

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

OTES Corner by Susan Withers, ETA Co-Vice President

Focused Observations Contract Language 3.5.3

At the first post-conference, based on the first semester formal holistic observation, one or two focus area(s) for the second formal observation will be determined. A focus area is defined as one component on the Rubric.

That being said, when the evaluator comes in they will look for how you are doing in the identified focus areas but he/she will also observe the lesson in its entirety and may add evidence in categories other than the focus area.

Per Contract Language 3.5.1, You and the evaluator may mutually agree to waive the pre-conference questions. However, if there were any areas on the rubric that you were developing, make sure that in the pre-conference you either have written answers or can articulate what is needed to get skilled in that area. In addition, you should be prepared to discuss and/or show how you worked on the focus area(s) between the last observation and this observation.

Similar to the first round, **you still need to have a lesson plan** and should be prepared to discuss how you are using/have used HQSD in your classroom instruction so far this year.

ETA Connects with Euclid HOPE Task Force by Kyle Simenc

The Euclid HOPE Task Force had its third community meeting on Tuesday, October 24th where an exciting 35 members were in attendance. There was a clear message that the members of the Euclid community are more than ready to come together to bring a positive change to the city. Another meeting took place on Tuesday, November 14th from 6-8PM at Grace Community Church (261000 Euclid Avenue). Our next meeting is Nov. 28 at the high school and the Task Force will attend the Varsity Chorale concert after. As always, great conversations and a light dinner will be provided! Please consider coming out and feel free to email me at ksimenc13@gmail.com with any questions! Kyle is a member of the ETA and teaches at Euclid Middle School.

ETA Social by Dawn DeMarco

ETA Annual Social - Save the Date!

It's never too early to start planning for the end of the year! Every year, ETA members and guests gather together to celebrate our current retirees and Outstanding Educators. This event is open to all members, guests, and supporters of the Euclid Teachers! The tentative date for this year's social is Friday May 17th. Start thinking of the great teachers at your building that could be this year's Outstanding Educator, or someone who is wrapping up their teaching career this year. We would love to all come together to celebrate with them!

Toiletory Drive by Melisa Norton ETA Co-Vice President

The Job Training Program at Memorial is helping in the Resource Center which offers some clothing, food, and hygiene items to community members in need. The JTC students, in their program, are learning retail skills all while helping assist our families who rely on the food and clothing bank. At this time, there are critically low levels of toiletry items. We are asking that staff only, no students, at each building collect a specific item identified on the flier posted in buildings. Reach out to your Building Reps for information and the location of the collection bin.