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February 14, 2024

Save the Dates:



**ETA Volunteering at the
Cleveland Food Bank**

4/11
General Membership Meeting
March 4:00

ETA Social
5/17/24

Labor Vocabulary Word

Collective Bargaining: An exchange of ideas between unions and management who must negotiate in good faith over the terms and conditions of employment such as salary, benefits, and working conditions.

Collective bargaining can also be used to secure student-centered demands like a full-time nurse in every school, recess, or fewer standardized tests.

<https://www.nea.org/resource-library/union-terms-know>

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

Rep Meeting Updates by Carrie Walsh-Hilf, ETA Rep, Middle School

ETA Representatives met on February 13, 2024, at our regularly scheduled meeting. The officer positions of vice-president, secretary and treasurer are open for the 2024-2025 academic year. Please send your letter of intent by Friday, March 1, 2024. If you are interested in being an ETA Representative, send questions to Tanya Aponte-Brown. Another way to get more involved is to consider joining the Code Book Revisions Committee. Code Books are reviewed every three years, and it is essential that the ETA be part of the conversation. In the past, this committee met approximately four times. ETA is suggesting that three members from each building participate. If you have a good sense of the current discipline code book and knowledge of the rules, please consider participating. Solar Eclipse Day has been negotiated and Teachers will participate in Zoom PD Sessions for the morning and then log 2.5 hours of independent work completed on or before the eclipse day. Matt Young is looking for volunteers to assist with the Solar Eclipse Festival. Please reach out to him, if you are able to help. The ETA filed a grievance for the inaccurate calculation of severance funds. Retired teachers did not receive their proper severance pay. The General Membership Meeting will be planned for March. With this being a negotiations year, it is very important to make it a priority to attend. Details will be coming soon.

The deadline for submitting your two sources of HQSD is nearing. March 7, 2024 is the deadline to submit this in OhioES. **ALL teachers, regardless of your evaluation status for this year, are required to have two sources of HQSD.** If you are required to create your own instruments for HQSD, please be mindful that you must submit them to the OTES committee for approval. **Both HQSD instruments must be identified in OhioES by March 7, 2024.**

OTES by Darlene Puljic, ETA Secretary

Also, if you are on a full OTES cycle you should be able to see in the OTES online system your first-semester holistic rating and your identified area(s) of focus for round two. These items should be noted as part of the evaluation rubric. If you are unable to see those items in the OTES system, please contact your evaluator to identify your one or two areas of focus.

ETA 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. The District will provide support, if needed.

- 1. Any teacher rated accomplished on the holistic observation will determine independently his or her own focus area(s).*
- 2. Any teacher rated skilled on the holistic observation will collaborate to mutually agree upon her/his own focus area(s).*
- 3. For any teacher rated developing or ineffective on the holistic observation, the evaluator will confer with the teacher and determine the area(s) of focus.*

Next, 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, I would 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 the second-semester 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.

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, Middle School



Thank you to all of the teachers who volunteered to help at the Cleveland Food Bank in February! Our next volunteer opportunity is April 11. Email khenry@euclidschools.org if you're interested in volunteering for the next event!

Contact Kelly Henry at the Middle School for questions or ideas for giving back to the community, khenry@euclidschools.org.

ETA Teacher Recognized as Head of the Class

Michelle Kauvlich, Pre-K teacher at the Early Learning Village, was recognized before tip off at the CAVS game on January 7, 2024 as being "The Head of the Class." She was able to meet some of the CAVS Players, completely opposite of the "Littles" she works with every day in the classroom, and received 4 tickets to the game, en suite. Michelle said, "It was an amazing experience!"



Love Being an ETA Rep

ETA Reps were asked what they love about being an ETA Rep. Bridget Finnegan a Middle School Rep said, "I like learning more about how the union helps all of us and how we can work with admin to solve problems collaboratively."

Sue Coustillac, Arbor Elementary, said, "I love being able to help teachers in my building with questions they have and representing them when they need an ally in meetings. It gives me the chance to be in the know and have a voice for all colleagues using the years of experience I have in the district. Being a representative has given me an opportunity to work with and forge friendships with teachers from all schools in Euclid which I would not had otherwise."

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

Treasurer's Update by Ron Zucca, ETA Treasurer

Our Negotiations Team has met twice a month since September. Many members of the team have now spent 20 hours working for our new contract. We have completed our initial proposal, and we have requested to start the bargaining process soon. Thanks to [Joanne Schimizzi](#), Cathay Gibbons, [Allandra Davis](#), [Ebony Wright](#), Jed Davies, Jim Grinstead, Chad Stephenson, and Cindy DeLong. They have done a great job of representing all our ETA members in crafting our initial proposal.

Retirement Corner by Debbie Rudder, Retired ETA Teacher

You **must** set up a 403B with the company that the Fordyce Building selects **before** your last day of work. That is where your severance will be sent in January after you retire. (403B accounts can **only** be opened while you are working for a school district.) If you know of any retired teachers who would be interested in receiving a copy of the ETA Newsletter each month, please have them email cwalsh-hilf@euclidschools.org.

Visit our ETA Website by Darlene Puljic, ETA Secretary

Our association has a website with beneficial information for teachers. We are a strong and respected union in the city and across Ohio. Currently, our membership includes teachers, social workers, psychologists, speech therapists, occupational therapists, counselors, and other degreed professionals. Together we make education possible in Euclid. Check out our website.

On the website, you can find out such information as who the reps are in your buildings, contract information, member benefits, copies of the past ETA journal, and more. Also, if you have pictures or information that you would like to share, email it to me. ETA Website- <https://euclidta.ohea.us/>

Toiletry Drive by Melisa Norton, Vice-President

Thank you so much to everyone who donated toiletries to the Family Resource Center! We collected over 1500 toiletries that have been shared with our community members. Euclid Teachers are the best! Our families and community members are so lucky and benefit daily from the kindness and generosity of the Euclid Teachers.

A great big thank you needs to go out to:

Arbor - Jill Sopko,
Bluestone - Sue Costilla,
Chardon Hills - Megan Schreve,
ELV - Cathy Gibbons,
Shoreview - Michelle Houser
EMS/Memorial - Kelly Henry & Tina Sternot, &
EHS - Tabby Pesch!

What's on the Agenda by Angela Barnes, ETA Member, Middle School

Each November the board is required to submit & maintain a five-year forecast to the Ohio Department of Education. At the November 29th Special Board Meeting, Treasurer Steve Vasek gave a summary of the forecast that covers Fiscal Years 23/24 Through 27/28. A PDF copy of the forecast is attached to that meeting's agenda. His presentation "2023 Five Year Forecast" appears on the district's YouTube channel.

All district staff are encouraged to watch his presentation.

Forecast Summary Highlights

- Deficit operations begin next year (fy24/25) \$2.2m.
 - There will still be an approximate \$42 million fund balance in fy24/25.
- COVID relief funds (ESSER) run out (September, 2024).
 - \$5.5m in staffing costs & 1.6m Chancelight contract.
- Second round of right-sizing adjustments for fy25 recommended.

As of press time the author was not aware of what the right-sizing adjustments entail nor whether they include the four administrative positions that were created after the November 29th meeting (Compliance Coordinator, Director of School Leadership, Director of Business Affairs, & Dean of Secondary Student Mentoring)

<https://go.boarddocs.com/oh/euclidoh/Board.nsf/Public?open&id=welcom>