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September 13, 2024

Save the Dates:



Tuesday, Sept. 17th ETA Election

NEOEA DAY Friday, Oct. 11, 2024

ETA General Membership Meeting Tuesday, March 4, 2025

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

OTES 2.0: What are the completion deadlines for the teacher evaluations? By, Darlene Puljic, ETA Secretary

At the start of every school year, all teachers must write their Professional Growth Plan (PGP). The deadline to meet with your administrator is September 30. Every teacher must have 2 goals that address an element of the Ohio Standards for the Teaching Profession. One of the goals must address the teacher's contributions to a building and/or district goal. Below are the timelines.

OTES 2.0 TIMELINE

- September 30 Deadline to complete Professional Growth Plan (PGP)
- December 20 (End of First Semester) Deadline to Complete Round 1 of Formal Observation Cycle
- May 1 Deadline to Complete Round 2 of Formal Observation Cycle/Focused Observation and Evaluations of Off-Cycle Teachers
- May 10 Deadline for Final Holistic Rating

Your administrator will contact you to set up your goals.

CONTRACT LANGUAGE: 3.3 Professional Growth and Improvement Plans (Goal-Setting)

Annually the credentialed building Euclid administrators responsible for observation and evaluations shall meet with teachers to discuss and develop Professional Growth Plans or Improvement Plans set OTES goals.

Did you Know by Carrie Walsh-Hilf, EMS Rep

Communication is key when working towards building a strong union. Did you know in article 13 Association Rights, ETA has a right to designate an ETA bulletin board? Look for your ETA Bulletin Board in your building. It will have meeting and election information, information on NEOEA day and other professional development opportunities, contract language reminders and more. If you would like to get more involved in ETA but aren't quite ready to be a Rep, helping to manage the ETA Bulletin Board might be your niche. Check out the EMS Bulletin board below. Thanks to Emily Holcomb and Michelle Perella for adding your creativity to the EMS board. Just one way to practice our Association Rights and communicate and highlight how much our ETA is doing each and every day!



Membership by April Costello, EHS, and Tabitha Pesch, EHS Membership Committee

We are thrilled to welcome our 25(and counting) new ETA members this year! Please reach out to our new teachers and welcome them to our district. If they have not yet signed up for the ETA and would like help doing so, you can reach out to April Costello acostello@euclidschools.org or Tabitha Pesch tpesch@euclidschools.org.

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.

Henry, ETA PR, Middle School

The ETA will be volunteering at the Cleveland Food Bank on Tuesday, November 12, Thursday, February 13, Thursday, April 10.

We are challenging each building to have one or more volunteers from 6pm - 8pm. Wear your ETA RED!

We also are looking for volunteers for Trunk or Treat Oct. 25, 5-8.

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.

Retirement Corner by Debbie Rudder, EHS, Retired ETA Teacher

Retirement Incentives

1. If the School Board accepts your resignation before December 1st you will **NOT** be evaluated, but you may need to do goal setting in OTES. (Euclid wants these letters turned in during October for approval at the November School Board Meeting.)
2. Early Retirement Notification Payment-submit an irrevocable letter of resignation to the Superintendent's office no later than 4:00 p.m. on February 1 (no need to repeat your resignation letter). You will be paid .01 of the base(~\$450) in your last paycheck.
3. Early Retirement Incentive Plan-may be available when you plan to retire. It may require a certain number of teachers to participate. Be mindful of possible implications to your other incentives, such as severance.
4. Severance-compensation for unused sick time paid to **YOUR** district selected 403B account in January after retirement. Make sure you have an account with the **correct** company!

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

ETA Scholarship Winner by Jason DeAngelis, EHS, ETA Vice President

Each year, Jessica McElroy leads the ETA Scholarship Committee, planning raffles, and football squares. The Class of 2024 ETA Scholarship was awarded to Alexzandra Kimbrough. Alexzandra was in the CTE program with Rick Lytle, Teaching Professions, for the past two years. She is continuing her education at Cleveland State University in hopes of one day becoming a music teacher here in Euclid. During her shadowing experiences with cooperating teachers, Alexzandra received high praise for her dedication, professionalism, and ability to connect with students. Mr. Lytle said about Alexzandra, "She possesses all the qualities of an exceptional educator and will undoubtedly make a positive impact wherever her career path may lead her." Thank you for all those who participate in this fundraiser. It has made an impact on so many of our very own Euclid Students. One of our current ETA Members, Emily Holcomb is a former Scholarship recipient. She said that the scholarship helped her with books and technology. She is very grateful for the Scholarship and she is now paying it forward. Jessica is currently working on the fundraisers for this upcoming year. Look for her email, and potential candidates for this year's scholarship.

Why is It Important to Be a Delegate by Tanya Aponte-Brown, EHS Nominations and Elections

Why is it important to have our members elected as delegates? Delegates attend the representative assemblies and cast ballots to amend and adopt bylaws and resolutions, and vote for incoming officers to both NEOEA and OEA on our behalf. Delegates also have the opportunity to communicate with other teacher unions from the state of Ohio and they may extend their roles by serving on additional committees and task forces. We need our ETA members to consider serving in the capacity as a delegate. It is truly amazing when you see members from different collective bargaining units participating in professional development and celebrating those members who earn grant funding or are recognized for their contributions to education. All ETA members may complete a letter of intent to serve as a delegate.

The election for delegates will be held on **Tuesday, September 17, 2024** within your building. We are entitled to 14 delegates for NEOEA and 9 delegates for OEA.

NEOEA REP. ASSEMBLY (2 meetings)

November 9, 2024 - Brunswick Middle School, 1483 Pearl Rd., Brunswick, OH 44212

April 12, 2025 - Normandy High School, 2500 W. Pleasant Valley Rd., Cleveland, OH 44134

OEA REP. ASSEMBLY (2 meetings)

December 7, 2024 - Ohio Expo Center, Kasich Hall, 717 E. 17th Ave, Columbus, OH 43211

May 9, 2025 - Greater Columbus Convention Center, 400 N. High St., Columbus, OH 43215

Please remember to mark your calendar for NEOEA day on October 11, 2024.