I. CALL TO ORDER

Lynne Watson called the meeting of the Executive Leadership Team and Building Leadership Representative Assembly of the Canton Professional Educators Association to order on 11/9/26 at 4: 32 p.m.
Jen Eberle moved to accept the agenda with flexibility, and Rita McMillen seconded. Motion approved.

II. SECRETARY'S REPORT

The following ELT members in **black** were in attendance:
The following ELT members in red were not in attendance:

Paul Palomba	Randy Bifolchi
Lynne Watson	Jen Eberle
Amanda Gillespie	Manny Halkias
Darren Furno	Jennifer Henderson
Karen Brank	Greg Soper
Sharen Lindberg	Sandy Rosetta
Andrea McSherry	Cherie Johnson-Clark
Jennifer Schott	Michelle Martin Jones
Ann Cochrane	Dimitri Holston-Miles
Cheryl Bissmeyer	Jill Rowland
Juliann Doerschuk	G. Michael Watson
Joslin Shaffer	

Joslin Shaffer's name was added to the prior meeting notes as an OEA Delegate.

Daniel Woods moved to accept the secretary's report for October. Jen Eberle seconded the motion. Motion passed.

Did You Know?

Did you know that Ohio's average starting teacher salary is $42,222, which ranks 46th out of the 50 states and the District of Columbia, even though Ohio's overall average teacher salary of $70,586 ranks 23rd? Ohio is near the middle of the pack for veteran pay but near the bottom for the starting pay that recruits new teachers into the profession.
Source: Teacher Pay & Per Student Spending and the 2024-2025 Teacher Salary Benchmark Report (National Education Association, April 2026)
https://www.nea.org/resource-library/educator-pay-and-student-spending-how-does-your-state-rank/teacher

III. CORRESPONDENCE

A. A thank-you letter from Angela Moses, Executive Director of the Early Childhood Resource Center, thanking CPEA for its $500 Closest to the Pin

sponsorship of the September 18 Ready, Set, Swing! Golf Outing, which raised more than $70,000 to support ECRC programming, including the SPARK kindergarten readiness program.

B. The East Central Ohio Education Association presented CPEA with the ECOEA Five Star Award for 2025-2026 for meeting 5 of the 6 award criteria for exceptional participation.
C. We received a letter from Robert McFee, OEA Secretary-Treasurer, notifying Paul Palomba that we qualified for the OEA Fund Executive Club Award based on our record of contributions to the OEA Fund; Executive Club awards will be mailed to winners' homes following the Fall 2026 Representative Assembly on December 5.

IV. TREASURER'S REPORT

Treasurer Darren Furno reported on the Treasurer's Report for November 2026.
Account balances as of October 31, 2026: checking account $21,282.68; savings account $194,813.50 plus bonds savings of $233,453.43, for a savings total of $428,266.93; scholarship savings account $71,598.47 plus bonds scholarship savings of $114,984.52, for a scholarship savings total of $186,582.99; bonds total $348,437.95.

Income received thus far includes rent income of $10,500.00, the CPEA Operating Grant from OEA of $1,977.50, scholarship payroll deductions of $750.00, and interest of $819.80. Total operating expenses thus far are $60,692.70 ($32,571.32 in September and $28,121.38 in October), leaving $252,347.30 of the $313,300.00 budget remaining. Darren added that the 4 ways to pay dues have complicated tracking.

A question was raised about when dues come out, and members shared that the app shows every deduction date; another shared that an email comes each time to notify them that a payment deduction is coming.

V. PRESIDENT'S REPORT

A. Election Results - Greg shared that House Joint Resolution 11 is passing, lowering the veto threshold to a simple majority. HB 775 hearing tomorrow, which will block agencies from making rules and require them to go to the legislature for approval. Lynne shared that we're making a political change in the right direction for public education and her hope for the future. The members thanked Rita for all her work.

VI. VICE-PRESIDENT'S REPORT

A. School Visit Updates - Lynne shared that she's visited many buildings, spending a majority of her time at Timken Elementary. She is hearing that morale and frustrations are high. SFA is killing everyone; the pace is difficult to maintain; Lynne reports to Elena and Jeff each Friday. Their response is that everyone gets grace, so people don't worry. Elena and Jeff say administrators need to give you support. Lynne will continue to fight for us. Even though we are upset, the upper admin is not violating the contract.

B. Core subs are coming for the elementaries.
C. Members shared that staying on pace is difficult because skill gaps require reteaching, which takes time.
D. Members shared concerns about being pulled out for training after school starts. Curriculum burnout.
E. Members shared concerns about the abrupt change to grading protocol.
F. Members shared concerns about not getting materials and supplies in a timely fashion. Class sets are 24, but classes are bigger than 24.
G. Members shared concerns about finding the time needed to complete the latest PD requirement (non-SFA)
H. Members shared concerns about special ed trying to meet the demands of SFA and the overabundance of students coming in due to closing local MRDD programs. The number of students requiring tube-feeding has gone up.

I. Membership Appreciation Drawing, $50 gift cards :
J. **Elementary:** Jane Kovacs, Gwen Yohe
K. **MS**: Chip Voshall, Chalene Pren
L. **HS**: Michaela Bryan, Georgia Lilly

VII. COMMITTEE REPORTS

1. GRIEVANCE – none
2. MEMBERSHIP – We have 610 members and 35 nonmembers.
3. LEGISLATIVE – Greg reported more on the May ballot stuff.
4. NEGOTIATIONS – Surveys for negotiations will be out in December.
5. SCHOLARSHIP – no report
6. PUBLIC RELATIONS/WEBSITE– no report
7. TEACHER WELFARE – no report
8. CONSTITUTION/ELECTIONS – no report
9. PACE – no report
10. LPDC/IN-SERVICE – Rita reported that December 3rd is the next meeting. When writing goals, don't go rogue; make sure they are SMART. Make sure the boxes on the right are also checked for the TBT running log, along with the principal's signature. New member: Lonnel Bush. Public School Works videos: wait til the end, print the transcript at the end, and turn it in as one bundle.
    a. Reminder: LPDC requests that you submit at least 5, but no more than 20, PD certificates totaling at least 20 clock hours. Link to LPDC One Stop Website: https://sites.google.com/ccsdistrict.org/ccsdslpdc/dashboard
11. RETIRED – no report
12. UNISERV – no report
13. BUILDING AND FACILITIES – NATR- we are getting busy with it, na-na-na-na-nu-na-na.
14. MAC ORGANIZING COMMITTEE – Rita shared a video, and she also thanked everyone who helped with the campaigning.

15. AUDIT COMMITTEE – is coming
16. ECOEA –Juliann reported the Winter Workshop on January 30th on Zoom about STRS for retirement. OEA attorney will speak about wills. With your benefits, you get two 30-minute sessions with an OEA attorney to do your will. No fall RA this year, but yes, a spring RA.

VIII. OLD BUSINESS: Michelle asked about time turning in retirement. It is October 30th in order to get on the board agenda so it's board-approved in time.

IX. NEW BUSINESS:

X. **FOR THE GOOD OF THE ORDER:**

XI. **ADJOURNMENT:** Randy Bifolchi motioned to adjourn. Jen Schott seconded. The meeting was adjourned at 5:38 p.m.

Respectfully submitted,
Amanda Gillespie
CPEA Secretary