

CANTON PROFESSIONAL EDUCATORS ASSOCIATION

Paul Palomba, President

EXECUTIVE LEADERSHIP TEAM AND BUILDING LEADERSHIP REPRESENTATIVE MEETING

September 20, 2021

I. CALL TO ORDER

President Paul Palomba called the meeting of the Executive Leadership Team and Building Leadership Representative Assembly of the Canton Professional Educators Association to order on September 20, 2021 at 4:00 p.m. Amanda Gillespie motioned to accept the agenda with flexibility and Andrea McSherry seconded the motion. Motion approved.

II. SECRETARY'S REPORT

The following ELT members were in attendance:

Cheryl Bissmeyer	Karen Brank	Marcie Eakin	Jen Eberle	Darren Furno	Mark Holshu
Mary Imoff	Sharen Lindberg	Jeff McKelley	Sharen Lindberg	Andrea McSherry	Brian Mishak
Tamika Moss	Paul Palomba	Geneva Parker	Tina Riley	Tracey Smith	Greg Soper
Lynne Watson	Karen Zutali				

The following ELT members were not in attendance (*Denotes reported excused absence.): Randy Bifulchi, Amy Kiss, Kevin Princehorn, Sandy Rosetta. Jennifer Schott, Paul Soska

Jenn Crone motioned to accept the secretary's report from the May 2021 meeting. Anne Bowers seconded the motion. Motion passed.

- iii. **CORRESPONDENCE** – Lynne Watson reported out on thank yous received: Abram Fleischaker, scholarship; Elias Coulas, scholarship; Pat Tercek, retirement gift card; Alex Ault, scholarship; Belden staff, lunch; Clarendon staff, lunch; Yamile Spence, retirement gift card; Dave Schmidt, retirement gift card; Mary Adams, retirement gift card; Diana Sacino, retirement gift card; Yvonne Parks, gas gift card; Yvonne Parks on behalf of Leila Green for scholarship donation; Yvonne Parks for flowers and card; Nadia, CPEA support; Anita Leeders, retirement gift card.

IV. TREASURER'S REPORT

Treasurer Darren Furno reported out on the Treasurer's Report for May, June, July, August 2020-2021. For income, he noted that highlighted in orange is the insurance payment for the sign. Highlighted in blue is the OCOA grant for membership appreciation. He noted the OEA total dues at \$509,870, stating that of that amount CPEA receives back \$184,000 (approximately 36%). For expenses he noted in July highlighted in yellow the expenses for replacing the sign and additional damages which included a \$500 deductible, Amanda Gillespie made a motion to accept the Treasurer's Report. Cheryl Bissmeyer seconded the motion. Motion passed. For the proposed budget, Darren stated that income reflects an increase in dues cost and increase in membership. Also, there is carryover money from ECOEA and capital improvements. For expenses, salaries were not increased. The technology budget was increased to \$16,000 for a new copier and new computers. The spring banquet budget was increased due to needing to find a new venue. Discussion followed regarding building representative monies. Sharen Lindberg motioned that \$5 per member be allotted the BLRs to use for building activities. Daniel Woods seconded. Discussion ensued. Motion passed. Jo Roten motioned to accept the proposed budget. Daniel Woods seconded. Motion passed.

V. PRESIDENT'S REPORT

1. Legislative Updates: State report card legislation update. Discussed a budget bill that required public districts to provide bussing to charter and private schools, and how it adversely affects our students. Also, a building operating at less than 60% capacity has to be offered up to charters. Paul will be meeting with Senator Schuring.
2. Bussing Issues: District must find a solution.
3. At the Ohio 8 meeting, it was learned that ESSER and GER money can be used to pay off teachers' student loans (\$5,250 per teacher per year) and is not counted as taxable income.
4. Discipline Issues: Paul and Lynn are very concerned about the welfare of the teachers. Superintendent has said this is a different administration and has stated principals need to be retrained. Additionally, not all students need to be traditional students in a traditional setting which is why we have alternative schools. Violence will not be tolerated. There have been 25 expulsions as of September 15, 2021 due to fighting. All expulsions will go through the superintendent. Adults who are physically harmed and/or verbally assaulted at all levels should call the superintendent.
5. Miscellaneous: The union does not have a stance on vaccination and should not be an excuse not to join the union. Superintendent has not mandated vaccination. State level mandates are beyond our control.

VI. VICE-PRESIDENT'S REPORT

1. OEA Delegate Sign-up was explained.
2. Members and Building Representatives, please turn in membership forms ASAP.
3. Reminded members to check spam/promotions for CPEA emails.

VII. COMMITTEE REPORTS

1. GRIEVANCE – Lynne reported that there are no Grievances at this time.
2. MEMBERSHIP – Sandy Rosetta reported out on the schools that have already submitted their forms.
3. LEGISLATIVE – no report
4. NEGOTIATIONS – no report
5. SCHOLARSHIP – Sharen Lindberg inquired about having a Night Out at the Races for the Future Educator scholarship. Paul has spoken to Robyn Matulich about a possible online auction. He is looking at other ways to fund scholarships.
6. PUBLIC RELATIONS/WEBSITE– Paul reported all OEA/NEA monies were used for the last levy campaign.
7. TEACHER WELFARE – no report
8. CONSTITUTION/ELECTIONS – Jenn Eberle reported on voting for PK3 ELT election; 33% have voted so far and voting ends tomorrow at 6 p.m.
9. PACE – no report
10. LPDC/INSERVICE – no report
11. BUILDING AND FACILITIES – Paul reported that repairs to the building should occur this winter.
12. MAC COMMITTEE – no report
13. AUDIT COMMITTEE – Darren Furno reported that the audit committee will meet October 14, 2021.
14. RETIREES – no report
15. UNISERV – no report

VIII. OLD BUSINESS:

Paul reviewed the recent MOUs due to the various conditions that pandemic has created. He explained that the members that the MOU affects/involves vote on an MOU. The recent pandemic MOUs can be found at tinyurl.com/CPEAMOUs2021.

IX. NEW BUSINESS:

X. FOR THE GOOD OF THE ORDER:

1. The government vaccine mandates are not a union issue.
2. Student behavior: Discussed Tiktok vandalism challenge. Regarding mask wearing, the superintendent recommended asking the student once or twice, and if the student refuses to comply it is an issue. If a student habitually refuses to wear a mask, it is a safety violation and members should talk to the principal then contact Lynn and Paul. Student assignment to Fairmount requires a compilation of data. If behavior is not reported that does not help. Members are to start with the principal. eSchool is not working for classroom issues. Crenshaw is using Liveschool to document behavior.
3. Tech issues: Five weeks into the school year and many students still do not have an iPad and/or cannot take it home. A TRT reported issues with not being able to update the IOS and apps and Chrome browser issues on student iPads. Crenshaw has connectivity issues throughout the whole building.
4. Safety and security issue: Room keys still aren't available in some buildings. Keys were made by outside source.
5. CPEA voting: Biography information is provided to members for those running for an officer position; not those running for ELT. If you do not receive a ballot for any voting matter or to update your contact information, email the election committee at cpeavoting@gmail.com.
6. Special education concerns: Violent special education students discussed. There are no resource rooms at the elementary level. IEP writers are not able to complete IEPs on time due to their workload and no time to meet with intervention specialists. Intervention specialists are concerned with caseload, teaching classes, providing SDI services, and the limited amount of time provided. When will a special education committee be formed?
7. Discussion of district TBT days vs teacher driven TBT days.
8. CMS is concerned about student lunch periods and being able to social distance.
9. Do teachers have bumping rights regarding positions? The district reserves the right to reassign positions at any time.

10. Class preparation limit for 4-6 level: Paul stated this level is shifting toward departmentalization and 6th grade when at MS followed the negotiated MS terms. Class preparation has not been defined at elementary levels. If a grades 5/6 teacher is teaching all 4 subjects let Paul and Lynn know.
 11. Discussion regarding how to document administrative issues. BLRs should gather staff issues for monthly principal meetings. Do not use CCS to email issues. Talk to or text your BLR (one BLR uses a form created on her personal Gmail). Members are encouraged to talk to their principal first before calling Lynne or Paul. (Ex. Liners not being changed in wastebaskets. Talk to the custodian or see principal and if not resolved call Paul.)
 12. Sick day bucket list. Four hundred and seventy-six members are enrolled in the sick bank with some members donating as many as 12 days.
 13. No membership appreciation drawing this month. The tuition reimbursement drawing will be in October.
 14. \$200 vouchers for Everything Education should be sent out in October.
 15. OTEs 2.0: per contract no value-added data will be used.
 16. ELT meetings will be held the same as last year on an if-necessary basis.
 17. HS concerns.: Scheduling and preparation time for Reconnect Wednesday; holding “optional” staff meetings before school starts that disseminates relevant information (meeting links are shared late the previous evening); the staff handbook; and notifying teachers of their evaluators.
 18. A request was made to send out CPEA committee member names to members.
- XI. **ADJOURNMENT:** Karen Zutali motioned to adjourn. Cheryl Bissmeyer seconded the motion. The meeting was adjourned at 6:30 p.m.

Respectfully submitted,
Karen Zutali
CPEA Secretary