



Established 1959

PACE

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A Publication of Canton Professional Educators' Association

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MISSION STATEMENT: *The Canton Professional Educators' Association initiates and supports positive changes in the public school system, promotes the educational profession, and actively serves as an advocate for its members.*

COMMENTS FROM THE PRESIDENT

The Survey Says

Thank you to all the CPEA members who took the time to complete the CPEA Negotiations Survey a few months ago. The data from this document will then become the guiding principle to help our Negotiations Team maintain a clear, consistent focus throughout the negotiations process from start to finish. The Survey prioritized the top areas of focus for this year's round of negotiations: (1) Salary and Benefits (2) Work Load and Time Constraints (3) Working Conditions (4) Planning Time/Classroom Conditions (5) Job Security and Stability.

Money

As always, our Survey revealed salary and benefits as our members' number one priority by a long shot. Only once, ten years ago and for the first time ever, did a topic replace salary as the proverbial expectation from our membership. That year, working conditions, the unnecessary amount of TBTs specifically, came in at number one. Since then, we have continued to make advances in teacher prep time with each subsequent contract. As a rule of thumb, if we can create and successfully advance language in three of the five identified areas of membership concerns in any particular negotiating year, we consider it an extremely successful round of negotiations.

The Negotiating Team

The following CPEA members will be representing our Association with pride, diplomacy and perseverance:

Randy Bifulchi – (McKinley High School) This year will be Randy's fifth contract negotiations session, spanning the course of the last twelve years. Highly experienced with a strong sense of logic and the negotiations process, Randy is instrumental in keeping a clear focus on the data and feedback provided by membership as his driving force. Randy has earned the nickname, "The Closer" for his ability to recognize the appropriate time a deal or compromise is within reach.

Karen Brank - (Belle Stone Elementary) Karen was a part of our Negotiations Team three years ago, and we are excited to have her back this year. Karen has a special knack for creating a vivid portrayal of the demanding nature of our profession. She was highly instrumental in improving the working conditions and bringing equal preparation time to all members.

Darren Furno – (Early College Middle School) Darren has a brilliant, technical and mathematical/logical mind. He has been extremely effective at creating resolutions through counter offers, allowing our membership to move forward in the realm of salary and benefits. After this next contract, we will have gone from the eighth highest paid district in the county to the first during Darren's tenure as our financial expert.

Amy Kiss – (Arts Academy) This will be Amy's second contract session. Amy is gifted at vetting proposals and catching the "fine detail" of created or presented materials. Her questions are thought provoking, and lead us in the right direction. She is a valuable asset in the caucus room when we are considering a proposal or creating a counter offer.

Continue on the other side

Jennifer Schott – (Worley Elementary) Jennifer is the glue that keeps the negotiating process neat, tidy, and organized. She is blessed with an incredible ability to record, with maximum accuracy, the most vital aspects of the process from start to finish. With mountains of data, information, proposals, counter proposals, and keeping track of **all** verbal statements made, she somehow keeps it all straight. This is Jennifer’s 4th contract, and she is truly the unsung hero.

Lynne Watson – (CPEA Vice President) This will be Lynne’s sixth round of negotiations as the chair of the committee. As our most experienced member, Lynne understands the dynamics of creating a culture of trust and respect between each member of our negotiating team. She makes certain that everyone feels heard, valued, and has an equal voice. She reminds us that we are a family, which is especially important during tense moments. Without a conducive culture on our team, we can’t produce the results our members have come to expect.

Paul Palomba – (CPEA President) This will be my 4th negotiated contract. My role has been the chief negotiator and spokesperson. Simply put, I take my marching orders from our membership and our negotiating team, and together, we bring the best possible language to our membership.

Sarah Drinkard – (OEA Labor Relations Consultant {LRC}). Sarah has been with our negotiating teams for over 12 years. She understands our team intimately. She keeps the momentum rolling with her ability to listen intently to our conversations in the caucus room and quickly offer advice in producing counter language or proposals.

Finally, our negotiating sessions will begin on Tuesday, February 13th, which is today for some of you reading this, and sessions will continue throughout the week. As you can see, experience is abounding, and our team is confident in one another. Our team is proud and honored to represent the Canton Professional Educators’ Association. We will keep you updated as negotiations progress.



EXECUTIVE LEADERSHIP TEAM ELECTIONS

CPEA members who are interested in being a candidate to run for either a CPEA Officer position or Executive Leadership Team position for the 2024-2026 school years should declare their intent by **Thursday, February 29, 2024**. Nominations from the floor for these positions will be taken at the BLR Meeting on March 11, 2024. Elections will be held in April.

2 - Two-Year officer positions are up for election: President; Treasurer;

There are nine (9) Two-Year Executive Leadership Team positions up for election:

Pre K – 3rd Grade	2 positions	High School	2 positions
4th – 6 th Grade	2 positions	Multi-Level Resource	1 position
Middle School	2 positions		

There is one (1) One-Year ELT position open: 4th – 6th Grade

Requirements for Executive Leadership Team include:

- ✓ Two scheduled meetings per month (1st & 2nd Mondays of each school month)
- ✓ Co-chairmanship of a committee which will meet periodically

If you are interested in one of these positions, please contact the CPEA Office (330-455-2158) and give your name and the position you are interested in.

NEA Representative Assembly to be held in Philadelphia July 3 – 7, 2024

If you are interested in attending the NEA RA Convention through CPEA, please declare your intentions **by March 8, 2024**. CPEA is allocated 5 local delegates to send to the assembly in Philadelphia July 3rd through July 7th.



Upon declaring your intentions, your name will then be placed on a ballot to be voted upon by the CPEA membership. **CPEA will provide funding for the three delegates who received the most votes** to cover airfare, hotel, and meals. Expenses incurred beyond the amount funded by CPEA will be the responsibility of each delegate. Funding levels will be announced in March.



NOMINATE A COLLEAGUE FOR CPEA “EDUCATOR OF THE YEAR!”

How many times have you thought that one of your colleagues is doing an outstanding job and should be recognized? Well . . . here is your opportunity to acknowledge them! Nominate them to be the 2023-2024 CPEA “Educator of the Year! A [nomination form](#) is available from your Building Rep, on our website at www.cpeaohio.com, or by calling the CPEA Office at 330-455-2158. The deadline for nominations is April 2, 2024. The “Educator of the Year” will be honored at the CPEA Spring Banquet on Monday, May 13, 2024 at La Pizzaria.

MONEY! MONEY!

*DID YOU OR WILL YOU BE
TAKING A COURSE BETWEEN September
2023& August 2024?*

*If you answered **YES**, submit an
[application](#) for **TUITION
REIMBURSEMENT** by Monday, Sept. 30,
2024. An application can be downloaded from
our website at www.cpeaohio.com or call the
CPEA Office @ 330-455-2158.*



CPEA would like all members to join **Remind**.

As members of OEA/CPEA, it is important to stay informed and up to date on key issues and developments.

To receive important messages via text, [text](#)
[@ccsdpk3](#) for PK – Grade 3 teachers;
[@ccsd4to6](#) for Grade 4 to 6 teachers;
[@ccsdms](#) for Middle School teachers;
[@ccsdhs](#) for High School teachers;
To 81010



EAST CENTRAL OHIO EDUCATION ASSOCIATION LEGISLATIVE DINNER

FRIDAY, MARCH 8, 2024 LAPIZZARIA, CANTON

6:00 PM Registration
6:30 PM Dinner, followed by panel discussion with
Legislative And State Board of Education guests

Dinner and program is free to members; \$25 guest fee.
Your \$25 member deposit is returned when you attend.
Visit the ECOEA Website at www.ecoea.ohea.us to
register.

