

Paul Palomba, President

9 November 2015

The President, Paul Palomba, called the meeting of the Building Leadership Representative Assembly (BLR) of the Canton Professional Educators' Association to order on November 9, 2015 at 4:23 PM. Debbie Phillabaum made a motion to accept and Randy Bifulchi seconded the motion. Motion passed.

Randy Bifocho	Cheryl Bissmeyer	Darren Furno	Bobbie Grimm	John Huntsman
David Kleim	Michele Martin Jones	Tamika Moss	Paul Palomba	Geneva Parker
Yvonne Parks	Tina Riley	Sandy Rosetta	Leslie Roteck	Patricia Sheetz
David Schmidt	Jennifer Schott	Greg Soper	Dennis Stroud	Mary Vretas
Lynne Watson	Kathryn Wengerd	Karen Zutali		

- * = denotes excused absence

Lisa Huffman	Dawn Scott	Camille McCraney	David Kliem	Jennifer Albrecht
Michelle Martin Jones	Tamika Moss	Rob Pukansky	Brian Mishak	Cliff Lee
Patricia Scheetz	Kelly Widders	Yamile Spence	Amy Lynn	Tracey Psaris
Brian Domer	Sharen Lindberg	Diane Sommer	Jennifer Crone	Karen Brank
Tina Bradley	Elisha Conrad	Nichole Kosenski	Marc East	Bryan Shephard
Kim Achenbach	Kevin Princehorn	Cynthia Kenep	Kim Robbins	Nick Valentino

1. GRIEVANCE – Vice President, Lynne Watson explained that some grievances are being filed. Article 17 = Leave of Absence. Administration is requiring that members give a 3-day written notice. CPEA has stipulated that by entering our leave of absence into AESOP – we are in fact providing a written notice. Your absence does not have to be reported to your principal for approval – however it is a common courtesy to inform your principal that you will be absent. A discussion about using AESOP and enhancing some of its features (or lack thereof) would be beneficial to both administration & teachers. Part of this discussion centered around meeting the 5% cap in a building when reporting an absence, as well as the fact that AESOP is not separating special leaves and sick days.

Members were told to use the following process when using special leave days; 1 = Enter your absence into AESOP, 2 = send a letter / email to Barb Maceyak in Human Resources indicating that you've entered special leave days into AESOP, 3 = notify your principal.

Discussion from members took place about the dress code. Members were told not to be insubordinate even though there is not a dress code. Concerns about the inconsistencies of certain buildings enforcing the "non-dress code" were discussed.

Vice President Lynne Watson shared a print out detailing the MOU Period Sub Pay. She reported that ULP means Unfair Labor Practice. Further discussion pursued by Lynne Watson & Paul Palomba and management rights were discussed. The end result of period sub pay is that the general education teacher will be paid period sub pay when their "classroom supports" are absent or taken away, or if the general education teacher must take on more students than on their roster. Further discussion took place about legal issues due to special education teachers not being able to fulfill their "minutes" with their students due to the special education teachers being pulled away to substitute in a different classroom. Therefore, IEP's are out of compliance. Special education concerns were discussed. It is illegal for a teacher not to be present for the entire IEP meeting. However, you are still fully responsible if you sign the IEP.

Article 5 = Job Security; A principal cannot reprimand a teacher in public. An informal grievance was filed. The principal had to write an apology to the teacher.

Article 10-(G) = Academic Freedom. An informal grievance was filed and the district dropped the verbal reprimand.

2. MEMBERSHIP – Sandy Rosetta reported that there are 723 members & 5 Fair Share members.

3. LEGISLATIVE – Greg Soper discussed the importance of donating to FCPP. Forms for FCPP will be passed out in the near future. Building Reps. need to explain importance of FCPP & donating. Tina Riley asked for names of people that would be willing to be on a sub-legislation committee for things such as; screening candidates, lobby days, working against Right to Work, etc....

4. NEGOTIATIONS – The Negotiations Team went to a retreat from October 29th – 31st and reviewed survey results and the 5-year forecast. The top 5 member concerns were identified – salary, workload, planning, TBT, OTES, & special education. Ros Henderson joined the Negotiations team as a special education consultant.

A State of the Union meeting will be held at Umstattd Hall on November 17, 2015 @ 4:30. During the meeting, 4 dates will be given where members can attend & address their concerns / questions.

Randy Bifulchi expressed the need to support each other by standing up to issues when they arise, language alone does not always win a case but a force of standing together does.

5. SCHOLARSHIP – No report.

6. PUBLIC RELATIONS – Books for Babes = grant received through ECOEA. \$500.00 in books was donated to the Mercy Medical pediatrics' department. CPEA matched the grant amount for a total of \$1000.00. Wristbands will be purchased in near future for members – promoting CPEA. Order forms will be given to Building Reps. so that members can order additional black t-shirts or other CPEA attire. If an order is placed by December 4, 2015 – the order will be filled before Christmas.

7. TEACHER WELFARE – Mary Vretas reported that the Children's Christmas Party will be held on December 12th from 9-11

8. PROGRAM – No report.

9. CONSTITUTION / ELECTIONS – No report.

10. PACE – Will be out Wednesday or Thursday.

11. BUDGET / FINANCE – No report.

12. LPDC / INSERVICE – Leslie Roteck showed members how to navigate to the LPDC forms. Follow these steps; 1 = go to the Staff Intranet, 2 = Click on Human Resources, 3 = Click: Local Professional Development Committee (left hand side), 4 = click: All LPDC digital forms (right hand side), 5 = click: Individual Professional Development Plan & Additional Forms. Follow the 7 easy steps after reaching the "forms" link. Anything completed before November 1, will be scanned for you. After November 1st – all forms must be done digitally.

13. CPEA RETIRED – Sandy Rosetta reported that the retirees would like to help out with MAC in any way that they can. Let her know & she will pass on the information.

14. BUILDING & FACILITIES – Paul Palomba reported that quotes were given for the roof as well as re-grading the back parking lot.

15. M.A.C – President Paul Palomba reminded members that a State of the Union meeting would take place on November 17, 2015. The purpose was to allow members to understand the 5 concerns from our Negotiations surveys, as well as where we go from here. Discussion took place from members about how to get High School teachers more interested / involved. Paul indicated that the MAC committee would be addressing these concerns in the near future. Camille thanked all who have called into CPEA to help support the MAC. The committee will be contacting members soon to let them know how they can help. A video is being created to inform members about what CPEA does for its members – from the past to the present.

16. CARE TEAM – No report.

17. AUDIT COMMITTEE – No report.

VIII. NEW BUSINESS - A member acknowledged an article printed in the Repository about the effect of disruptive students on high achieving students.

CPEA will be advertising commercials on WHBC during all basketball games.

CBT is not mandatory; you can resign or leave early if you need to; the pay is \$20.00 an hour.

IX. ADJOURNMENT – A motion to adjourn was made by President Paul Palomba. Dee Weber made a motion to accept and Leslie Roteck seconded the motion. The meeting was adjourned at 6:20 PM.

Respectfully submitted,
Jennifer Schott
(for Secretary Patricia Tercek)