

# CANTON PROFESSIONAL EDUCATORS' ASSOCIATION

Paul Palomba, President

## EXECUTIVE LEADERSHIP TEAM

November 3, 2014

### I. CALL TO ORDER

The meeting of the Executive Leadership Team (ELT) of the Canton Professional Educators' Association was called to order by President, Paul Palomba at 4:28 pm Monday November 3, 2014.

### II. SECRETARY'S REPORT

The following ELT members were in attendance:

Randy Bifolchi	Cherie Johnson-Clark	Geneva Parker	Ora Strain
Cheryl Bissmeyer	David Kliem	Patty Rafailedes	Patt Tercek
April Chenault-McLeod	Michelle Martin Jones	Sandy Rosetta	Lynne Watson
Traci Cottrell	Ruth Oldroyd	Patricia Scheetz	Kathryn Wengerd
Bobbie Grimm	Paul Palomba	Greg Soper	

The following ELT members were absent:

*Tonya McKay	*Yvonne Parks	*Tina Riley	*Jennifer Schott
*Mary Vretas	*Leslie Roteck	Dennis Stroud	*Denotes excused absence

Tish Scheetz made a motion accept the agenda with flexibility and Ruth Oldroyd seconded the motion and the motion passed. Tish Scheetz made a motion to accept the October 6, 2014 ELT meeting minutes with corrections and Ruth Oldroyd seconded the motion and the motion passed.

### III. TREASURER'S REPORT – Treasurer Bobbie Grimm reviewed the November Fiscal Year 2014-2015 report. Patt Tercek made a motion to call to question the report and Randi Bifolchi seconded the motion. Bobbie explained several deposits were made recently from money that was in the safe. These funds came in during her absence and had not previously been deposited. Dr. Geneva Parker made a motion to accept the November Fiscal Year 2014-2015 report. Ruth Oldroyd made a motion to accept the amended budget and Traci Cottrell seconded the motion and the motion passed.

### IV. CORRESPONDENCE – Patricia Scheetz reported receiving thank you cards from Paula Papadopoulos and Heather Hutmacher for tuition reimbursement. Jeanne Groetz –Shockling sent a card to Lynne and Paul thanking them for their support.

### V. UNFINISHED BUSINESS - None.

### VI. PRESIDENT'S REPORT - President Paul Palomba reported that he would like CPEA to look into providing funding for the Renaissance Program in the Middle School. He originally asked CCS to match funds contributed by CPEA and they declined to participate in the program because Patty Campbell receives a stipend from CCS Administration for implementing the program. Following an extended discussion, the issue was tabled and the matter will be referred to the public relations/program committee.

Weekly planning for the elementary resource teachers was approved and they will be permitted to meet once a week. A directive regarding this matter will be given from administration.

Legislative Update: (GOP Stranglehold) CPEA members need to focus efforts on candidates that are not union friendly.

Insurance Updates: Paul addressed the rationale offered from Larry Morgan for the cost of insurance increases through the COG. He explained how this process was negotiated per CPEA contract through OEA and Larry Morgan. He invited Lavonne from OEA to attend a BLR assembly to address concerns from staff. A lengthy discussion ensued regarding deductibles and out of pocket cost. Paul mentioned that new employees will not fall under the current insurance program guidelines.

Principal / CPEA Communication: Paul discussed the recent communications between CPEA and CCS Administration, including the last issue of Pace and the letter from the Superintendent. Paul & Lynne will continue to represent members according to CPEA guidelines.

Members mentioned new guidelines regarding TBT meeting structure are being communicated directly to staff without CPEA knowledge.

The shortage of substitutes has continued to present a problem and administration is not following the same protocol as in the past for certified staff regarding period sub pay. Teachers have been denied pay.

### VII. VICE PRESIDENT'S REPORT – Lynne Watson reported that she and Paul will participate in the Ohio Leadership Advisory Council (OLAP) on 12/2/14. They would like to observe how other districts implement the TBT process.

## VIII. COMMITTEE REPORTS

### 1. GRIEVANCE – Lynne Watson reported:

Grievance # 1, #3 - Article VII - Evaluation with shared attribution was withdrawn because it was determined to be permissible;

Grievance # 2 - Resolved regarding the right to select your OTES evaluator;

Grievance #4 – Step 1 - Article VII - Multiple evaluators;

Grievance #5 – Step 1 - Article XIII - Additional period assignments;

Grievance #6 – Step 1 - Article V – Job Security - Progressive Discipline;

Grievance #7 – Step 1 - Article VII - Evaluation (A) (B)

Grievance #8 – Step 1 – Article VII – Evaluation (A) (B Comprehensive Collaborative Agreement) #9 - Members at Portage Montessori are being evaluated by someone from Stark ESC.

Lynne explained that the communication issue between CPEA and CCS administration could cause us to file a ULP or grievance.

**2. MEMBERSHIP** – Sandy Rosetta reported that CPEA has 762 members and 10 Fair Share. At the November Building Rep meeting, 30 names will be drawn from the 45 people who helped with the membership drive at the individual schools, and these 30 people will receive \$10.00 each. There will be four \$75.00 drawings, with 2 from elementary members; 1 from middle school members, and 1 from high school members.

**3. LEGISLATIVE** – No Report.

**4. NEGOTIATIONS** – No Report.

**5. SCHOLARSHIP** – No Report.

**6. PUBLIC RELATIONS** – No Report.

**7. TEACHER WELFARE** – No Report.

**8. CONSTITUTION/ELECTIONS** – Randy Bifolchi reported the committee is scheduled to meet for a full day on November 7<sup>th</sup> 2014 at the CPEA office.

**9. PACE** – No Report.

**10. BUDGET/FINANCE** – No Report.

**11. LPDC/INSERVICE** – Geneva Parker reported that members with CEU's are encouraged to quickly submit before the

**12. CPEA RETIRED** – No Report.

**13. UNISERVE** – Tina Riley reported the next scheduled meeting is November 17, 2014 and OEA Lobby Day is November 19, 2014. Paul requested that members wanting to attend should contact CPEA.

**14. BUILDING & FACILITIES** – Paul reported that he contacted Rayven Lindsey, Art Teacher at the Arts Academy about creating a new sign for outside of the CPEA Office. Paul offered to donate his time constructing the foundation for the sign to save money. Purchasing a new sign would cost \$4500.

The City of Canton agreed to replace the retaining wall.

Paul recently examined the parking lot drainage problem and found that it is extensive and will be costly. He will solicit bids from labor union affiliated contractors at a later date.

**15. MAC COMMITTEE** –Traci Cottrell reported that she is communicating with other Labor Unions to get ideas regarding creating a positive Public Relations campaign for CPEA.

**16. CARE TEAM** – Patricia Scheetz reported that everyone is supposed to have active Care Teams, but buildings with new administrators have not yet been trained and Care Teams have not been implemented. Susan Ross is delegated to make sure Care Team training occurs for those in need.

**17. AUDIT COMMITTEE** – No report.

**19. TECHNOLOGY** – No report.

**IX. NEW BUSINESS** – Paul explained that he took his family to the press box for the football game because CPEA received the email invitation on Tuesday and the list was due on Thursday to Ed Rehfus. He attempted to reach a few members and none were interested.

**X. ADJOURNMENT** –Greg Soper made a motion to adjourn the ELT meeting and Tracy Cottrell seconded the motion. President Paul Palomba adjourned the ELT meeting at 6:25 pm.

Respectfully Submitted,  
April Chenault-McLeod  
Secretary