

CANTON PROFESSIONAL EDUCATORS' ASSOCIATION
Paul Palomba, President

EXECUTIVE LEADERSHIP TEAM RETREAT
3 August 2015

I. CALL TO ORDER

The annual retreat of the Executive Leadership Team (ELT) of the Canton Professional Educators' Association was called to order by the President, Paul Palomba, on August 3, 2015 at 8:30am.

SECRETARY'S REPORT

The following ELT members were in attendance:

Randy Bifulchi	Cheryl Bissmeyer	Darren Furno	Bobbie Grimm
John Huntsman	David Kliem	Michelle Martin Jones	Tonya McKay
Paul Palomba	Geneva Parker	Leslie Roteck	Patricia Scheetz
David Schmidt	Jennifer Schott	Greg Soper	Patricia Tercek
Mary Vretas	Lynne Watson	Kathryn Wengerd	

The following ELT members were not in attendance:

Cherie Johnson-Clark	Yvonne Parks*	Tina Riley*	Sandy Rosetta*	Dennis Stroud*
Karen Zutali*				

*denotes excused absence

II. APPOINTMENTS

President Paul Palomba brought the names of four CPEA members to the ELT as appointees to the ELT. Member Karen Zutali (Lehman MS) is appointed to temporarily fill the position vacated by Ruth Oldroyd who resigned from the ELT. An election will be held for this position within 30 days after the school year begins. Randy Bifulchi made a motion to appoint David Kliem (McKinley HS) to the ELT. Mary Vretas seconded the motion. There was no discussion. The motion passed. Geneva Parker made a motion to appoint John Huntsman (Early College M.S. Academy) to the ELT. Tish Scheetz seconded the motion. There was no discussion. The motion passed. Jennifer Schott made a motion to appoint Darren Furno (Lehman MS) to the ELT. Randy Bifulchi seconded the motion. There was no discussion. The motion passed.

III. NEGOTIATING TEAM

Tish Scheetz made a motion to appoint Randy Bifulchi, Paul Palomba, Jennifer Schott, Dennis Stroud, Patricia Tercek and Lynne Watson to the Negotiations Team. Mary Vretas seconded the motion. There was discussion. Motion passed.

IV. CONSTITUTION

Randy Bifulchi made a motion in Article 4, new section 5B of the Constitution in addition to the three appointments the President may appoint, with yearly approval by a majority vote of the ELT, one associate member to the ELT. Geneva Parker seconded the motion. There was discussion. The motion passed.

Cheryl Bissmeyer made a motion in Article 3 section 5 of the ByLaws that Delegates attending conventions will have rooms paid for by the Association. Delegates who do not cancel their room through the CPEA office at least one business day prior to the convention shall be charged their portion of the room rate. Delegate meals will be reimbursed by the Association up to \$50 per day for meals not included in the convention. Receipts for such meals shall be turned in to the CPEA office for reimbursement within five (5) working days of the convention. Randy Bifulchi seconded the motion. There was discussion. The motion passed.

V. The meeting adjourned at 4:00pm.

CANTON PROFESSIONAL EDUCATORS' ASSOCIATION
Paul Palomba, President

EXECUTIVE LEADERSHIP TEAM RETREAT
4 August 2015

I. CALL TO ORDER

The meeting of the Executive Leadership Team (ELT) of the Canton Professional Educators' Association was called to order by the President, Paul Palomba, on August 4, 2015 at 10:47am.

II. SECRETARY'S REPORT

The following ELT members were in attendance:

Randy Bifolchi	Cheryl Bissmeyer	Darren Furno	Bobbie Grimm
John Huntsman	Michelle Martin Jones	Tonya McKay	Paul Palomba
Geneva Parker	Sandy Rosetta	Leslie Roteck	Patricia Scheetz
David Schmidt	Jennifer Schott	Greg Soper	Patricia Tercek
Mary Vretas	Lynne Watson	Kathryn Wengerd	Karen Zutali

The following ELT members were not in attendance:

Cherie Johnson-Clark	David Kliem*	Yvonne Parks*	Tina Riley*	Dennis Stroud*
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*denotes excused absence

Cheryl Bissmeyer made a motion to accept the ELT minutes from the May 4, 2015 ELT meeting. Tish Scheetz seconded the motion. There was no discussion. Motion passed.

III. TREASURER'S REPORT

Treasurer Bobbie Grimm distributed the CPEA End of the Year Treasurer's Report for Fiscal Year 2014-2015. Bobbie gave a detailed explanation why specific line items were under the budgeted amounts (Scholarship Fund Raisers; Employer Payroll Taxes; Leadership Stark County; CPEA Retired; Tuition Reimbursement; Scholarship Fund; Professional Library/Resource Center; Repairs & Maintenance; Utilities; Security; Public Relations Collaborative) and why specific line items were over the budgeted amounts (Scholarship Payroll Deduction; Postage; CPEA Special Projects; Programs & Social; Workshops & Mileage; Membership; Arbitrator; Telephone/Website; Public Relations CPEA; Miscellaneous). Tonya McKay made a motion to accept the treasurer's report. Leslie Roteck seconded the motion. There was discussion. The motion passed.

Treasurer Bobbie Grimm distributed the Tentative Budget for 2015-2016. She explained the proposed changes made from the 2014-15 year. Patricia Tercek made a motion the CPEA office secretary receive a pay raise of \$1/hour. Geneva Parker seconded the motion. There was no discussion. The motion passed. Cheryl Bissmeyer made a motion to accept the Tentative Budget for 2015-2016 as the Actual Budget for 2015-2016. David Schmidt seconded the motion. There was discussion. The motion passed.

IV. VICE PRESIDENT'S REPORT

PALACE THEATRE UPDATE - Lynne Watson updated the ELT on how positive the sponsorship CPEA made to the Palace Theatre was received by the public.

V. COMMITTEE REPORTS

1. **GRIEVANCE** – Lynne Watson reported CPEA filed 2 grievances over the summer and both were resolved. There are currently 2 grievances in step 3 dealing with progressive discipline. The grievance dealing with period sub pay, which had been headed for arbitration, is currently being discussed with administration and it is hoped the grievance can be resolved. The grievance dealing with multiple evaluators was resolved with the clarification that more than one administrator may be present in the room during the evaluation process but only one administrator may be actively involved in the evaluation process.

2. **MEMBERSHIP** – Sandy Rosetta reported new teachers will receive and complete their membership forms on August 11 at the New Teacher Meeting. The Building Leadership Representative Membership meeting will be held on September 8 at 4:15pm.

3. **LEGISLATIVE** – Greg Soper reported the Canton Mayoral Race will take place this fall. Michelle Martin Jones reported that three school board members' positions will be up for election.

4. **NEGOTIATIONS** – Lynne Watson reported the Negotiations Committee will meet August 24.

5. SCHOLARSHIP – Kathryn Wengerd reported the committee is working on creating a trifold flyer to promote CPEA. The trifold will be distributed to CCS families, businesses, media, etc. The committee also discussed getting involved in an upcoming First Friday event.

6. PUBLIC RELATIONS – no report

7. TEACHER WELFARE – Mary Vretas reported the committee met and is working on planning a welcome event for new teachers (teachers hired within the last one to five years) on September 10.

8. PROGRAM –no report

9. CONSTITUTION/ELECTIONS – Greg Soper reported the committee will continue its work on updating the Constitution and ByLaws and bringing the recommended changes/updates to the ELT.

10. PACE – no report

11. BUDGET/FINANCE –no report

12. LPDC/INSERVICE – Geneva Parker reported there is a concern that subcontracting may be occurring in the district and LPDC will watch to ensure this is not happening.

13. CPEA RETIRED – Sandy Rosetta reported the annual retiree’s picnic will be held on August 20.

14. UNISERV – no report

15. BUILDING & FACILITIES – Paul Palomba reported he met with the City of Canton’s civil engineer over the summer about the outside drains in the lower parking lot. The committee met and discussed ideas for improving the back area of the building. Paul is going to get bids from area contractors and will then submit the bids to the ELT.

16. MAC COMMITTEE – Cheryl Bissmeyer reported the committee will bring back the “CPEA Communique” monthly. They will also look into media sources for promoting the positive and good CPEA does including but not limited to: WHBC, The Repository, Facebook and Twitter. The committee is asking all CPEA members to wear their new black shirts (received on National Teacher Appreciation Day in May 2015) every Monday during the school year as a sign of solidarity. This committee is creating a Pre-Negotiations Survey members will receive on August 24.

17. CARE TEAM – no report

18. AUDIT COMMITTEE – no report

19. TECHNOLOGY – no report

IX. NEW BUSINESS – no new business

X. ADJOURNMENT –Tish Scheetz made a motion to adjourn the meeting. John Huntsman seconded the motion. Lynne Watson adjourned the ELT meeting at 1:07pm.

Respectfully Submitted,
Patt Tercek
CPEA Secretary