



Established 1959

# PACE

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Issue 4

**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

### ***"A Picture Says a Thousand Words . . . Even When No One Is In It."***

Sitting on the northeast corner of 13<sup>th</sup> street and Broad Avenue, an unnamed building that starts with Lehman Middle \_\_\_\_\_ (sorry, I can't give you the last word to protect the innocent), had a group of teachers who decided to take a unified stand against being interrupted during planning. An uninterrupted 70-minute TBT was given to the staff in exchange for a last minute sacred TBT the entire staff had to attend. However, the 70-minute uninterrupted planning period was scheduled during the staff picture day. Noticing the conflict, Lehman Middle Sc\_\_\_\_ building representative Y brought this matter to the attention of building principal X. Building principal X appreciated the concern, but was unwilling to reschedule the staff picture photo shoot. The day then came for the staff picture. "Would all staff please report to the auditorium for pictures," came a loud voice over the public announcement system. But then something strange happened. Not one member of the teaching staff at Lehman Middle Scho\_\_\_\_ got up and went to the photo shoot. **All 53** members decided to unite to say enough is enough. Picture day at Lehman Middle Scho\_\_\_\_ has come and gone, and as it turns out, there are no teachers in this picture. But please don't worry, a staff picture was still taken alright. The staff picture contains the beautiful faces of the lovely ladies from the cafeteria and office, and a few muscle bound custodians.

They say that a picture says a thousand words. I think this picture says even more. This simple gesture says that all members of this school on 13<sup>th</sup> and Broad Avenue have had enough of the TBT nonsense. It says that we will not give up one more nanosecond of our planning period. It says we will no longer be bullied. The gesture is a signal for help, a signal that TBT has become counterproductive. **A signal that too much of anything simply becomes unhealthy.** It says TBT has produced unbearable working conditions, conditions that cannot be sustained any longer. It says that this is the type of action that will be necessary during negotiations to create working conditions that you so desperately deserve. This is unity at its finest hour. Way to go Lehman Middle School! (oops) Thank you for saying what needed to be said for all of your other Brothers and Sisters throughout the district.

### ***It Turns Out That . . .***

It turns out that the Lehman example reflects the welling affirmation of other members throughout the other various buildings across the district. The following examples are a small portion of the more than **4,000** written comments from the CPEA Survey from the beginning of the year. The focus of the following comments are selected from comments that were written about working conditions and TBT since the majority of the 4,000 comments were related to these issues.

- "It seems that the Central Administration Office lacks any compassion for the education of students and instead seems to focus on their own self-promotion and resume building."
- "I am not a robot. I am a human and have a life outside of school."
- "Everyone has a different agenda – none of it involves teacher planning – there is **NO TIME** to plan – This time creates a lot of frustration and stress – we cannot do what we **NEED** to do as a teacher – our time is dictated to us – by 8:15, teachers are very frustrated – not a good way to begin the day. We have a

**continue . . .**

monthly schedule telling us what we are to do each day. What is the point in this? Needs to be called something else because it **IS NOT TEACHER BASED**".

- "If it is all about the kids, then we should have time to plan for the kids, not get data for administration."
- "Most of the work we are currently doing during TBT is a result of losing our Curriculum Department. We have absorbed this additional full time job!"
- "Teachers are stressed and spread too thin. Many are struggling with health issues caused by anxiety and stress from our job. Teachers need breaks during the day to regroup and decompress to be effective in the classroom and serve the needs of our students."
- "Much time is wasted filling out forms and putting together TBT notebooks **FOR ADULTS** rather than focusing on designing lessons and intervention **FOR CHILDREN!** Meeting right before the kids come in **EVERYDAY** leaves us rushing, unfocused (because we are thinking about all of the things we should be doing to prepare for the day), multi-tasking under the table, and feeling frazzled before the children arrive."
- "I would classify the culture at Canton City Schools as very punitive. There is a feeling of always having to prove that you are doing your job. There is a great deal of micromanagement and a lack of respect for the time it takes to do the tasks that are mandated by the district."

I could go on and on, but these quotes capture the theme and tone of the thousands of comments submitted. One thing is obvious, however. Membership does not believe in the effectiveness of the TBT process. We are meeting just because Central Administration says we have to. We know that it is logically impossible to have TBT everyday and that all the meetings are important. No other district does TBT as often as we do, but we continue to hobble along and pretend that the district's monopolization of time has not become fatally counterproductive.



## Everything Education \$200 Voucher

Please understand that the \$200 dollar "Everything Education" vouchers can only be used to purchase items that will be used in the classroom. Using the vouchers for personal use like buying gifts for family members would be considered fraud.

Remember, the \$200 comes from the CCS Treasurer's Office. The funds are district funds and were negotiated into the contract because Administration recognized how much money teachers spend out of their own pocket. Any other use of the voucher would be a misinterpretation of the intent of language in the contract.

## NEW ELT MEMBER

We would like to welcome Tamika Moss as our newest Executive Leadership Team Member! Tamika was appointed for 30 days to fill a vacancy on the ELT at the Elementary Grade 3 – 5 level. No one else indicated interest in the position, so an election to fill the vacancy was not needed.

## SPECIAL THANKS

CPEA Leadership would like to thank the nearly 200 members who attended the Union Address at McKinley on November 17<sup>th</sup>, and the other 100 members who attended the "Town Hall" meetings at CPEA on December 1<sup>st</sup> – 3<sup>rd</sup>. There also was held a meeting for special education teachers on December 8<sup>th</sup> at 4:15. Thank you for your time. Your comments, thoughts, and suggestions will be critical as we move forward for negotiations.

## OPERATION CHRISTMAS SUNSHINE

We still have some children who need adopted for Christmas. If you would like to purchase gifts for one of these children, please call the CPEA Office at 330-455-2158.



We Hope You Have a Wonderful & Relaxing  
Winter Break!

