



Established 1959

# PACE

September 2, 2015

*A Publication of Canton Professional Educators' Association*

1327 Market Avenue, North, Canton, OH 44714

(330) 455-2158

Website: [cpea.us](http://cpea.us)

e-mail: [cpeaoffice@cpea.us](mailto:cpeaoffice@cpea.us)

Issue 1

**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.*

## WELCOME BACK! / THE CONCERT!



I am not sure exactly how to name it, but if anyone had the opportunity to attend the Aerosmith concert, I think you would agree that there was a powerful, tangible element in the air. Canton had the aura of a significant city. The no-expense spared, big-time performance of these rock legends left no doubt that first class developments and growth await to remedy an ailing city. One could feel the sense of energy, pride, and hope that the concert produced. After all, Aerosmith came to town! I can't believe this was a one-time monumental event, but an indication of great things that the Hall of Fame Village will produce in the future.

Back to School



With this sense of hope, it is logical to think that the magnitude and scale of this project will produce a tax base that can help create a state of the art school district.

With this in mind, CPEA Leadership would like to **welcome** everyone back to school this year! As you know, we are finishing out the final year of our current contract, and as the city's bright future will present unique opportunities for our school system, CPEA is hopeful of producing a contract that gives teachers a clear voice and direction as the Hall of Fame Village impacts the direction of the school district.

### **2015-2016 CPEA OFFICERS**

#### **PRESIDENT**

Paul Palomba

[cpeaoffice@cpea.us](mailto:cpeaoffice@cpea.us)

cell # 330-685-4815

#### **VICE PRESIDENT**

Lynne Watson

[lwatson1327@att.net](mailto:lwatson1327@att.net)

cell # 330-685-4816

#### **SECRETARY**

Patt Tercek

[tercek\\_p@ccsdistrict.org](mailto:tercek_p@ccsdistrict.org)

#### **TREASURER**

Bobbie Grimm

[cpeatreasure@att.net](mailto:cpeatreasure@att.net)



### **ELECTION TIME FOR OEA AND ECOEA RA DELEGATES**

Once again it is time to elect our delegates to the OEA (Ohio Education Association) and the ECOEA (East Central Ohio Education Association) Representative Assemblies (RA). CPEA is entitled to 15 OEA and 30 ECOEA representatives this year. The responsibilities for the delegates are to attend the:

- ECOEA Fall RA at the CPEA Office on November 7, 2015.
- OEA Fall RA in Columbus on December 5, 2015.
- ECOEA Spring RA at the CPEA Office on April 9, 2016.
- OEA Spring RA in Columbus May 13 & 14, 2016.

**\*\*CPEA will pay for the delegate's room & cover some of the costs for meals when you attend the Fall & Spring OEA Assemblies.\*\***

Any member interested in running for one of these delegate positions must contact the CPEA Office at 330-455-2158. **The deadline for indicating your intent is Friday, September 25, 2015.** Delegate elections will be held the first week in October.

### **MONEY!**

### **MONEY!**

***DID YOU TAKE A COURSE BETWEEN September 2014 & August 2015?***

*If you answered YES, submit an application for **TUITION REIMBURSEMENT** by Wednesday, September 30, 2015. An application can be downloaded from our website at [www.cpea.us](http://www.cpea.us) or call the CPEA Office @ 330-455-2158.*

## DRESS CODE

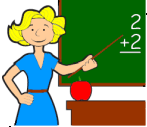
On August 11, 2015, a cease and desist letter was sent to CCS Administration on behalf of CPEA. Essentially, the letter informed Administration that a stricter, more specific dress code required on a professional staff constitutes a material change in working conditions. Therefore, this implementation is a change to the Collective Bargaining Agreement,

and most importantly, any proposed changes require a vote amongst the membership of CPEA.

Since receiving the letter, Administration has ignored the request of simply letting the CPEA membership decide through the democratic process. It has come to the attention of CPEA leadership that building level principals may be trying to enforce this “new

policy.” In the meantime, CPEA leadership would also advise membership to remain in compliance with the guidelines established by your principals.

Moving forward, the Canton Professional Educators’ Association will proceed with any and all legal action.



## NEW TEACHER TRAINING/NEW TEACHER BANQUET

Lynne and I would like to offer a special thanks to CPEA member, Jeanie Bowling. Jeanie and her team of CPEA members have offered to conduct new teacher meetings/training on the third and fourth Wednesdays of every month. All sessions will take place at the CPEA Office at 1327 Market Ave., N. Training topics include: Formative Instruction; Text Mapping/Gradebook Management; Technology; Google Apps; Social Justice; and Saphier-relationships with kids. It is very comforting to know that our membership is offering these services to help guide and assist new members to the profession and give them the opportunities to experience success. New teachers will receive invitations, times, and dates for these meetings. Also, CPEA will hold a dinner for new members at Tozzi’s on September 10<sup>th</sup>. CPEA Leadership would like to use this opportunity to meet our new members, inform the new members of their rights and responsibilities and the ways in which CPEA can offer support and provide opportunities.

## 2015-2016 NEGOTIATING TEAM

The CPEA Executive Leadership Team has approved this year’s Negotiating Team. This year’s team consists of: Patt Tercek (Belle Stone); Dennis Stroud (Crenshaw); Randy Bifolchi (McKinley); Jennifer Schott (Worley); Lynne Watson (CPEA VP); and Paul Palomba (CPEA President). These members will be present at “the table” to bring an equitable contract to our membership, a contract that our membership greatly deserves.

In addition to these members, Darren Furno (Lehman) and Kathryn Wengerd (Cedar), members of the Negotiating Committee, will assist the negotiating team. Collectively, the aforementioned members will easily spend 200 plus hours each on contract proposal preparation. This doesn’t even include the hours of the actual negotiations process. The Negotiating Committee has already begun routine meetings. Our team is a confidant, dedicated, diverse group of thinkers and personality types that complement each other well. Along with assistance from consultants and OEA counsel, CPEA Leadership truly believes that our membership can fully invest their faith in this panel. We completely understand and readily accept the arduous task ahead.

## NEGOTIATIONS / SURVEY



As you are aware, this is the final year of our current Collective Bargaining Agreement. As this year progresses into February, it is imperative that membership complete surveys. Remember, the surveys and data collected are how we come to understand the most vital issues which are “near and dear” to our membership. Without complete and thorough communication, the negotiating process can be frustrating. Understanding the needs of our members will prove to be invaluable.

## EXECUTIVE LEADERSHIP VACANCY

Due to personal reasons, an Executive Leadership Team member resigned her position at the middle school level. When situations such as these occur, the CPEA Constitution reads that the President may appoint a member to fill the vacancy for 30 days and then hold an election. I have appointed **Karen Zutali**, a 27 year veteran and long-standing Building Rep.

The responsibilities of an ELT position at the **middle school level** include:

1. Attend two meetings a month (1<sup>st</sup> & 2<sup>nd</sup> Mondays).
2. Serve on a committee.

If anyone would like to run for this position, please contact CPEA (330-455-2158) **by September 18, 2015** to declare your intentions. Voting will take place during the week of September 21, 2015.