



MAYFIELD

EDUCATION ASSOCIATION

Quality Education Quality Staff
www.mayfieldea.ohea.us

News and Views



January 2014

Mission Statement

Protect the contractual rights of all its members and to build an effective partnership in an environment of professionalism and mutual respect in order to promote the educational goals of the Mayfield City School District.

From the President.....

January, 2014

Dear Members,

Happy New Year and Happy Second Semester! Like many of you, I am always amazed at how quickly the school year progresses.

As I was reading through the most recent edition of *Ohio Schools*, Becky Higgins, OEA President, had a clear point to make in her President's Message ... Educators Rock! I pulled a quote from her recent President's Message that resonated with me.

"Every day, in a variety of ways, educators enrich the lives of their students. This isn't news – it's just what we do. But at a time when the broader public narrative would have us believe there's something wrong with public education, we need to talk about what's right. We need to change the narrative, remember what we do well and celebrate. Because educators rock."

This resonated with me because I see this each and every day I travel around the district meeting amazing teachers and support staff. I see so many educators willing to do whatever they can to enrich the lives of their students. This leaves me to wonder, "Why is the broader public narrative so misleading as to what is actually happening?" I think educators today are just completely exhausted. They don't have time to celebrate their successes or communicate their victories. They are trying to do all that they can to stay afloat. Since 2011 and the election of Governor John Kasich, they are reacting to rapid change and unfunded mandates such as the

Third Grade Reading Guarantee, Ohio's Teacher Evaluation System, PARCC Assessments, and the implementation of the Common Core to name just a few.

So, how do we change the narrative? I don't have the complete answer, but I can be part of the solution. Here are a few things that I am doing...will you join me?

- Support the campaign of Ed Fitzgerald as the next Governor of Ohio
- Stay in contact with my Ohio Senator and Ohio Representative to support pro-public education issues, such as Senate Bill 229 and much needed change to the Teacher Evaluation System
- Ask Laurie Uhlir, Director of Public Relations, to promote activities within our district—send her notes and photos
- Have conversations with neighbors and friends about the great things happening each and every day in our schools.

In next month's President's Message, I would like to celebrate many of you. Please email me the great things you see and hear going on around you. What is your narrative?

Keep inspiring the lives of our students!

John Paydo
MEA President

Teachers Helping Teachers: Eight Ways to Prevent Burnout

JUNE 15, 2011

Editor's Note: Katy Farber teaches fifth and sixth graders in the Burlington, VT area. She's also a mother, blogger, and author. The ideas in this post are based on Katy's recent book, [Why Great Teachers Quit and How We Might Stop the Exodus](#)

You know the feeling. It happens when you see other people out for walks during their lunch hour (and you just spent 10 minutes "eating" while emailing a passive aggressive parent). Or when you hear how you need to try this new teaching technique, even though you have been doing it for years. Or when you are up all night, sick, and have to crawl to the computer to write your sub plans. You think, "How much longer can I do this?"

We all know that teaching has gotten increasingly more difficult to manage. We're constantly asked to do more with less. And there is no end in sight to the increasing pressure on us from standardized testing, parents and administrators, contentious bargaining sessions, the current anti-teacher climate, and top-down leadership.

Teachers need to band together to support each other and make teaching a more sustainable career. There are several things we can do for each other and for ourselves.

1. Support Teachers in Times of Need. When someone on your staff is going through a difficult time, a thoughtful gift from his or her fellow teachers can mean a lot. A fund can be created at the beginning of the year. Each staff member can bring 20 dollars (or what they can). One person can be in charge of this amount, and select appropriate gifts or support when it is needed. In my school, we call it the Sunshine Fund, and through it we have delivered gift baskets to those recovering from surgery, transportation funds for someone whose family member was seriously injured and in the hospital, and meals to new mothers. This is a meaningful way to support each other, and it builds community and morale.

2. Plan for a Better Work/Life Balance. A small group of teachers can improve the climate and community of the school by planning some activities that support wellness. I don't mean another canvas bag or mug! This could be a weekly running or walking group, monthly get-togethers, weekly treats in the teachers' room, or other meaningful ideas. Wellness funds could be used for weekly yoga classes as well. We need to encourage each other to be involved in activities outside of school.

3. Provide Back Up. Have a meeting with a difficult parent? Plan to take a trusted colleague with you. Is your colleague having a rough day? Do their recess duty for them. These acts of kindness show solidarity, community, and kindness.

4. Support New Mothers. Sleep-deprived breastfeeding new mothers face many challenges as they return to teaching. Support them in helping to find a secure place to pump milk, and work with staff to provide coverage so they can continue to work and provide breast milk for their babies. This can be challenging in a space- and time-strapped school -- but it is essential to creating a family friendly, breastfeeding supportive environment.

5. Seek Leadership Opportunities. Teaching lacks a clear career ladder. Many teachers don't want to become principals, but they want to explore other professionally paid challenges. Seek out opportunities to extend and enrich your profession, such as mentoring, coaching, teaching college courses, or writing.

6. A Change Would Do You Good. When you feel like quitting, it might be that you are simply ready to teach another subject, grade level, or in a different school. I was inspired by a colleague who spent 10 years teaching fifth and sixth grades, and then moved to teaching kindergarten. Changing your position or school might be a better fit and a way to rejuvenate your teaching.

7. Band Together. Teachers can and should work together to forward the interests of public education and teaching. We can meet together and take action on issues of importance such as the environmental health of a school, the leadership, endorsing (or not) school board members, and taking positions on certain policy decisions. Joining your local union, and getting involved directly with supporting schools and public education, can lead to empowerment and further engagement.

8. Create a Positive, Supportive Climate. The last thing teachers need is to feel more isolated! Teachers need to collaborate, problem-solve, and share successes often. This should be regular, planned, in school time. Sometimes administrators need to be reminded of this. If the climate deteriorates for any reason, handle it directly before people are hurt and disenfranchised. This could be through staff meeting discussions, or through a group reading of a book such as *Difficult Conversations* by Douglas Stone, Bruce Patton, Sheila Heen, and Roger Fisher.

These are just a few ideas that can help teachers stay positive, empowered, and connected to their school communities. In these increasingly challenging times in public education, teaching is harder than ever -- and it doesn't look like that will change anytime soon. Teachers can support each other to make each day a little brighter. And that's a start.

What are your ideas for how teachers can prevent burning out?

Congratulations to Karyn Kuchta for receiving an NEOEA Scholarship to attend the ESP National Conference in San Francisco this March!

Please join us...

FOR THE

Love

OF

MAYFIELD

**28th Annual Mayfield Academic Boosters
Reverse Raffle**

Thursday, February 13th, 2014

5:30 pm - 9:00 pm
Dinner & Drinks

Pre-dinner entertainment provided by the MHS Jazz Ensemble

LaVera Party Center
32200 Chardon Road, Willoughby Hills, Ohio

Two \$1,000 Grand Prizes
(Winners need not be present)

**IPAD AIR RAFFLE
SIDE BOARDS & GIFT BASKETS**

Questions? Please call: Jane Osler @ 440-442-2890 or Shirlee Shoben @ 440-995-6930

Academics 1st
Mayfield Academic Boosters

This reverse raffle benefits the entire Mayfield school district.
(see page 2 for ticket form)

OHIO EDUCATION ASSOCIATION



OHIO EDUCATION ASSOCIATION FEDERAL INCOME TAX DEDUCTIBLE/NON-DEDUCTIBLE PORTION OF DUES CALENDAR YEAR 2013

If you itemize, you should be aware that the amount of your Association membership dues spent on lobbying is *not deductible* on your federal tax return. For your reference the deductible portion is listed below.

			Total Dues	Non-Deductible Dues	Deductible Dues
Educator:	Full-Time Dues	OEA/Uniserv/NEA	\$703.33	\$49.55	\$653.78
Educator:	Half-Time Dues	OEA/Uniserv/NEA	\$408.50	\$29.17	\$379.33
Educator:	Quarter-Time Dues	OEA/Uniserv/NEA	\$260.83	\$18.93	\$241.90
Fair Share Fee Educator:	Full-Time Fees	OEA/Uniserv/NEA	\$688.67	\$48.16	\$640.51
Fair Share Fee Educator:	Half-Time Fees	OEA/Uniserv/NEA	\$393.83	\$27.78	\$366.05
Fair Share Fee Educator:	Quarter-Time Fees	OEA/Uniserv/NEA	\$246.17	\$17.54	\$228.63
ESP:	Full-Time Dues	OEA/Uniserv/NEA	\$408.83	\$28.47	\$380.36
ESP:	Half-Time Dues	OEA/Uniserv/NEA	\$257.33	\$18.23	\$239.10
ESP:	Quarter-Time Dues	OEA/Uniserv/NEA	\$180.58	\$13.11	\$167.47
*ESP:	Education Support Professional				
Fair Share Fee ESP:	Full-Time Fees	OEA/Uniserv/NEA	\$401.50	\$27.78	\$373.72
Fair Share Fee ESP:	Half-Time Fees	OEA/Uniserv/NEA	\$250.00	\$17.54	\$232.46
Fair Share Fee ESP:	Quarter-Time Fees	OEA/Uniserv/NEA	\$173.25	\$12.42	\$160.83
Student:		OEA/NEA	\$34.00	\$1.80	\$32.20
Retired Annual:		OEA/NEA	\$41.67	\$2.21	\$39.46
Retired Life:		OEA/NEA	\$316.67	\$14.71	\$301.96

If you plan to take a deduction for your Local Association or OEA District dues, you will need to get that figure from the appropriate organization's President or Treasurer before filing your 2013 tax return. It will not be necessary for Students or Retired members to contact a local or an OEA District since they do not belong to a particular local or an OEA District.

Association (Union) dues qualify as a miscellaneous deduction, the total of which must equal at least two percent (2%) of Adjusted Gross Income to be deductible.

**MCHI-PTG PRESENTS THE 39TH ANNUAL
PARTY
“BACK TO BASICS”
SATURDAY, FEBRUARY 22, 2014**

La Vera Party Center
32200 Chardon Rd., Willoughby Hills, OH 44094
6:00 PM – Midnight

Ticket Price: \$20.00 per Person
Pizza, wraps, salad, dessert, and coffee
Soda, Beer & Wine are also included
You are welcome to bring appetizers, desserts, or other extras

Entertainment by the popular DJ “Freddie James”
Many exciting gifts will be raffled throughout the evening.
There will be sideboards, raffles, trump card draws, heads-or-tails game and a silent
auction
(cash, check or credit card accepted for the Silent Auction)
The last ticket drawn will be for a 50/50 CASH PRIZE!

Contact Lori Ausperk @440-995-7318 with questions.

Cut along dotted line and submit bottom portion with your payment.

MCHI 39th Annual Fundraiser Reservation Form

Deadline for Reservations: Monday, February 3, 2014

Name: _____ Phone Number: _____

Address: _____

Email Address: _____

Tables seat 8. A few tables are available for groups of 10.

If you wish to be seated in a group, please submit reservation form and entire payment together.

Number of Tickets @ \$20.00 each: _____ Total Amount: _____

_____ I am unable to attend but have enclosed a donation.

Mail reservation form and check payable to MCHI - PTG:
MCHI – PTG, Attn: Lori Ausperk, 950 Millridge Rd., Highland Hts., OH 44143
Or pay on line at www.millridgecenterptg.org – click on pay schools link

1st Annual

END OF THE YEAR MEA SOIREE

**Come celebrate the completion of the school year
as we also raise money for
Senior Scholarships**

Friday, May 16th, 2014

La Vera Party Center

32200 Chardon Road, Willoughby Hills 44094

5:00pm - 11:00pm

Ticket Price: \$30.00 per person

Dinner, Dessert, Open Bar, and Entertainment

This event is open to all Mayfield School Employees and their spouses/significant others.

Raising money for MEA Senior Scholarship Fund

Cash or Check

Basket Raffle

Silent Auction

50/50 Raffle

Contact Marty Mackar with any questions.

440-995-6890 or mmackar@mayfieldschools.org

Return this portion with payment

End of the Year Soiree

Deadline for Reservations: Friday May 9th, 2014

Name _____ Building _____ Ext. _____

Number of tickets @ \$30.00 each: _____ Total Amount: _____

_____ I am unable to attend but have enclosed a donation.

Send form and check payable to MEA:

Marty Mackar/Mayfield High School

**Don't forget to answer the 5 Questions attached to this email to enter in the Newsletter Trivia Contest😊
You COULD WIN a \$25 Gift Card!**

Send News items to:
nrucci-macauda@mayfieldschools.org