



**MAYFIELD**  
EDUCATION ASSOCIATION  
Quality Education Quality Staff

News and

*November 2013*

## **Mission Statement**

*To 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.*

[www.mayfieldea.ohea.us](http://www.mayfieldea.ohea.us)



## A Message from Your President



Thanksgiving is an occasion when we gather together and, regardless of the circumstances or the challenges we faced over the past year, we collectively give thanks for what we have.

There are many things that I'm thankful for from a union perspective. I'm thankful that I have a contract through 2018. I'm thankful that my new contract will allow for salary increases. I'm thankful that my contract allows me to take sick days when I'm sick or need to care for a loved one. I'm thankful that I have access to great medical coverage for myself. I'm thankful that I have planning and conference time built into my day so I can meet with other teachers and plan lessons. I'm thankful that I have access to an

Employee Assistance Program, Impact, which allows me to reach out for help if my life becomes too stressful. I'm thankful that I have access to a Sick Bank if something catastrophic happens in my life. I'm really thankful that I have the right to bargain all of these items mentioned above. If you take advantage of any of these benefits, you can thank your union ... the MEA!

Recently, there has been a lot of talk about Teacher Evaluation. I'm thankful that the Ohio Senate has started to see major problems with the Teacher Evaluation System. As you know, our school district is currently piloting the Mayfield Teacher Evaluation System (MTES). The pilot is progressing well and many pilot members feel the system is focusing on growth in the teaching profession. This past week, Senator Peggy Lehner, the chair of the Senate Education Committee, introduced Senate Bill (SB) 229. This bill calls for three major changes to the evaluation process.

Change #1: SB 229 reduces Student Growth Measures (SGMs) from 50% to 35% that would be applied to a teacher's overall evaluation.

Change #2: Teachers, who receive the highest rating available, *Accomplished*, were originally given the benefit of being evaluated every other year, but SB 229 increases that to once every three years.

Change #3: SB 229 changes the requirement for a *Skilled* teacher from an annual evaluation to one that would occur every other year.

*"It's encouraging to see these types of reasonable changes occurring in the Senate Education Committee where much of the process has been driven legislatively, as it reflects a willingness to dial back some of the overbearing requirements in a manner that benefits schools, even if only for correcting the ridiculous amount of time principals and teachers would have spent on the process." Plunderbund.com 11/8/2013*

Typically when new bills are introduced in the Ohio Senate or House, they are not favorable to public education. They are typically introduced by elected officials who know very little about what is happening in schools. It is promising to see some rational thought coming out of this bill. I am hopeful that it will move forward.

So on this occasion, I thank you for being part of our MEA family and wish you and your loved ones a Happy Thanksgiving.

Keep inspiring the lives of your students!

John Paydo  
MEA President

## Dues & Membership 20123-2014

	Certified (More than 50%)	Certified (50% of less but more than 25%)	ESP (More than 20 hours per week)	ESP (20 hours a week or less but more than 10 hours a week)	Time ESP (10 hours a week or less)
NEA	182.00	102.50	110.50	67.00	45.25
OEA	431.00	216.00	216.0	108.00	54.00
NEOEA	29.00	15.00	15.00	8.00	8.00
MEA	70.00	49.00	70.00	49.00	39.00
UniServ	77.00	77.00	77.00	77.00	77.00
<b>TOTAL</b>	<b>789.00</b>	<b>459.50</b>	<b>488.50</b>	<b>309.00</b>	<b>223.25</b>

**Here is the breakdown of the pay dues for everyone in the following memberships provided by Marty Mackar, Treasurer for the MEA and Dave Ehrbar, Membership Chair**

**For the members that are on continuous membership, the payroll deductions will begin in November.**

Any dues for the affiliate organizations will be added to your dues.

Please remember, "In the event my employment is voluntarily or involuntarily terminated, or I take an unpaid leave of absence, I agree that the balance of the annual dues not deducted during the year will be deducted from my final check."

*Any Questions please contact Dave Ehrbar at Mayfield Middle School*

# Education Support Professionals Scholarship

## Offered by the North Eastern Ohio Education Association

The annual NEA ESP National Conference will take place this year at the San Francisco Marriott Marquis Hotel in San Francisco, California, on March 7-9, 2014. NEOEA will make available three \$900 scholarships for NEOEA Education Support Professional members to attend the conference.

The MEA also budgets for one person from our local to go. In order to be considered, it was decided several years ago that members should first apply for the scholarship. I've attached the scholarship to this email. Please send it to me by November 21, 2013. I will then write a cover letter for you and send to Linda Gruden at NEOEA.

Please email Barb Catalano or John Paydo  
[bcatalano@mayfieldschools.org](mailto:bcatalano@mayfieldschools.org) or  
[jpaydo@mayfieldschools.org](mailto:jpaydo@mayfieldschools.org)

If you are interested in attending.

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## Follow the Leader

Please visit the following link-  
This link will help our members find their State  
Senator:

<http://www.ohiosenate.gov/members/senate-district-map>



# Here is an example letter- Thank you to Elizabeth Scully, 4<sup>th</sup> grade teacher at Millridge Elementary School.

Dear Senator Eklund,

I urge you to support your colleagues' Bill 229. I have been very involved in teacher evaluation in my district for the last several years and I am a 4th grade teacher who teaches both reading and math. This makes me one of those "value added" teachers whose students' scores account for 50% of my evaluation. I have been teaching for about 23 years in both public and private schools. I have my Masters in Reading and Literacy and my Principal's Certificate in Educational Leadership. I continue to be involved in my school's Building Leadership Team as well as my district's Evaluation and Assessment teams and I am currently piloting my district's teacher evaluation system. I teach students who have RIMPs and IEPs and WEPs. I have special needs students who are learning disabled, hearing impaired, ADD, ADHD as well as Gifted. I am a Master Teacher as designated by the State and my district and yet there are limitations to what I can achieve with some students whose daily needs supersede that which I am working non-stop to help all of these students achieve to the best of their abilities. I believe 35% is more realistic than 50% to account in my evaluation as we begin to implement the Common Core in the State of Ohio. Please vote to drop the student scores impact on my evaluation from 50% to 35% as we proceed to implement the Common Core. It is unconscionable that we all agree that there will be a drop in scores as we implement the Common Core and yet hold teachers to this 50% of their evaluation standard. Please value the work we do daily in our classrooms and know that we work nonstop to help our students achieve.

Sincerely,

Elizabeth Scully

# AESOP TIPS!

1. Save the AESOP Website  
(<http://www.frontline12.com/Products/Aesop.html>) in your browser favorites.
2. Save the AESOP phone number (1-800-942-3767) in your cell phone contacts list.
3. Save your AESOP ID and PIN in your cell phone for easy access.
4. When creating an absence, the system requires you to include a Note to Administrator. Rewrite the reason you are taking the leave. For example, if you are taking leave for Sick Leave>Self, write Sick Leave>Self. You are not required to give any more information, unless it is required by your contract. (Example: Day prior to a holiday.)



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**Don't forget to like us on  
Facebook!**



- Log on to [www.facebook.com](http://www.facebook.com)
- Search the Mayfield Education Association
- Hit the Like Button



## November Discounts From OEA Access

### Traveling This Holiday Season?

Take a holiday this holiday and make sure to save on all of your travel plans. Enjoy great deals on hotel stays, car rentals & repair, cruises plus theme parks.

### Holiday Hotels

If you're planning on visiting loved ones over the holidays, **Wyndham® Hotel Group** is offering 20% off the best available rate. Or, **Best Western** will make your stay comfortable and affordable with 10% off the best available rate. And if you prefer to stay in a resort, apartment, condo, villa, cottage etc. then you'll enjoy a certificate for \$300 from **Resort Vacation Certificates by Endless Vacation Rentals®**. No matter your preference, we'll make sure you get your home away from home for less.

### Travel by Car or by Plane

How are you getting from point A to point B during the busy holiday travel season? **Avis® Car Rental** can help you get where you need to be with up to \$30 off. If you're planning on driving your own car for a trip, then make sure to have it serviced with a conventional oil change for just \$19.99 from **Sears Auto Center**.

Not a fan of driving? If you choose to travel by plane over the holidays, make sure to take advantage of up to \$100 off when you book a flight plus hotel to any **Southwest Airlines Vacations** destination.

### A Winter Getaway

There's no better time to plan a fun vacation than over the holiday season! **Norwegian Cruise Line** is gifting you 4% cash back on every cruise vacation booked through Cruise and Vacation Perks. Unwrap the gift of **Walt Disney World® Tickets**—the more you play, the less you pay per day. And if you still can't get your mind off of a relaxing holiday cruise, then enjoy the lowest available fare plus a 4% cash back reward on all cruise vacations from **Cruise and Vacation Perks**.

We hope these great holiday travel deals bring you lots of good cheer! To start saving, just log on to the member savings program through the OEA Access Discounts website.

## Happy Thanksgiving

The 1<sup>st</sup> Thanksgiving can be traced all the way back to the 16<sup>th</sup> century. It's believed the Indians taught the Pilgrims how to grow corn, beans, pumpkins and other crops to help them survive in a new land. In the autumn of 1621, the Pilgrims held a celebration that was said to have included a thanksgiving feast, out of gratefulness for all they had learned and been given. After many events throughout history, the day became an officially recognized holiday in 1863.

As you prepare for Thanksgiving, we have a couple savings that might come in handy.

New **Costco** members will receive coupons for free products and other great savings valued at more than \$50, including 3 free items. Special offers are also available for existing Costco members. Here, you'll be able to get everything you need to prepare the perfect Thanksgiving dinner as well as decorations and more.

If you can't be with the people you love during this holiday, let them know how thankful you are to have them in your life by sending a little gift. Enjoy \$5 off your next order from **Edible Arrangements®**, a great way to send some holiday spirit.

Don't forget to take advantage of the awesome deals and have a Happy Thanksgiving.

<b>MERCHANT</b>	<b>OFFER</b>
Wyndham® Hotel Group	20% off the best available rate.
Best Western®	Access discount rate is 10% off the Best Available Rate on your next eligible stay at participating locations.
Resort Vacation Certificates by Endless Vacation Rentals®	Get a Resort Vacation Certificate for \$300 USD*. Sale valid through 12/31/2013.
Avis® Car Rental	\$30 Off A Weekly Rental.
Sears Auto Center	\$19.99 Conventional Oil Change or \$10 off Synthetic or High Mileage Oil Change.
Southwest Airlines Vacations	Save up to \$100 when you book a flight plus hotel to any Southwest Airlines Vacations destination!
Norwegian Cruise Line	Receive 4% cash back on every cruise vacation booked through Cruise and Vacation Perks.
Walt Disney World® Tickets	The More You Play, The Less You Pay Per Day!
Cruise and Vacation Perks	Receive the lowest available fare plus a 4% cash back reward on all cruise vacations.
Costco	New Member Offer: Join Costco as a New Member and receive coupons for free products and other great savings valued at more than \$50 including 3 FREE ITEMS.
Edible Arrangements®	Save \$5 on your next order!



A picture tells 1,000 words~ Check out these important photos

# Celebrate American Education Week

November 18-22, 2013



Leading the way for continuous improvement of public education while advocating for our members and the learners we serve

Teachers report spending an average of **8 hours per day** in the classroom, teaching, planning, and grading. Additionally, teachers report spending an average of **3 hours per day** at home and 5.6 hours over weekends for extra-curricular activities, grading, and planning.

- 2%** work less than 45 hours
- 7%** work 45-49 hours per week
- 48%** work 50-54 hours per week
- 43%** work 60+ hours per week



**1/4 OF TEACHERS NEED A SECOND JOB** to survive financially.



**"RIGHT TO WORK" IS WRONG!**

We Are

**DECLINE TO SIGN**

X

*"Right to Work" is wrong!*

**WRONG FOR WORKING AND MIDDLE CLASS FAMILIES.**

**WRONG FOR OHIO. WRONG FOR ALL OF US.**

**DON'T TRUST IT.**

RTW will make all of us less safe on the job.

**WORKPLACE FATALITIES**

Workplace fatality rates are 36% higher in RTW states.



RTW will make all of us and our communities poorer.

**WAGES**

Median household incomes are \$535/month less in RTW states.



# Mayfield High School After Prom Fundraising Event

## “Night at the Races”

Saturday, November 16, 2013

6:30-11:00pm

Highland Heights Community Center

**\$30.00 per person** Includes: dinner (salad, breaded chicken, sausage & peppers, pasta), drinks, dessert, & fun!

**\$20.00 Name a Horse!**

**\*Horse Racing \* Raffle Items \* Side Boards \***

**\*\*\*TO PURCHASE TICKETS AND/OR BUY A HORSE\*\*\***

Please send a check (Made out to MHS After Prom) to:

Gina Bissell, 603 Sturbridge Dr., Highland Heights, 44143

Tickets will be mailed back to address provided below

### **TICKET ORDER FORM**

NAME: \_\_\_\_\_ Email \_\_\_\_\_

ADDRESS: \_\_\_\_\_

Phone # \_\_\_\_\_

# OF TICKETS: \_\_\_\_\_ X \$30.00 = \_\_\_\_\_

### **NAME A HORSE!!!**

NAME OF HORSE(S):

1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_

# OF HORSES: \_\_\_\_\_ X \$20.00 = \_\_\_\_\_

TOTAL ENCLOSED: \$ \_\_\_\_\_

Any questions or information on how you can help the night of the event, please contact Gina Bissell at

[mikeybb@yahoo.com](mailto:mikeybb@yahoo.com) or call/text 216-798-1820.

Save the Date

What: MEA Senior Scholarship Soiree



When: Friday, May 16, 2014  
Time: 5:00-11:00pm  
Where: La Vera Party Center

**Open Bar, Dinner and Lots of Prizes & Loads of FUN!**  
Come out to help us raise scholarship funds for our students! Stay tuned to News & Views for more information.

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Congrats to our Newsletter Trivia Contest **Winner:**  
**Joe Hayes at Excel Tecc** 😊

Please be sure to answer the questions in the attached email to be entered in a gift card drawing.

Send NEWS items to  
Nicki Rucci-Macauda at  
[nrucci-macauda@mayfieldschools.org](mailto:nrucci-macauda@mayfieldschools.org)

**Happy  
Thanksgiving!**

