



MAYFIELD

EDUCATION ASSOCIATION

Quality Education Quality Staff

News and Views

September, 2015

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.

A Message from our MEA PRESIDENT



Dear MEA Members,

On behalf of the Mayfield Education Association, welcome back to the 2015-2016 School Year! We are proud to welcome over 30 brand new MEA Members to the Association this year!

The Mayfield Education Association Executive Committee, made up of MEA Officers and Building Representatives, has been working on a continuous improvement plan for the upcoming school year. Over the next couple of months, the Executive Committee will finalize action plans, along with key strategies and checkpoints, to validate success.

Goal #1: Improve communication with Members.

Goal #2: Increase the capacity of contractual committees for working efficiently and effectively to research key issues and reach consensus on recommendations to the District Leadership Committee.

Goal #3: Increase the capacity of Building Representatives for working efficiently and effectively in dealing appropriately with site-based issues.

Goal #4: Promote a positive image of MEA as a key partner of the Mayfield City School District and the Mayfield community in improving student performance.

On August 27, 2015, over 60 of our MEA members met with members of administration to begin the Contract Committee process for this school year. The purpose of Contract Committees is to provide well-researched,

data-based recommendations to the District Leadership Team (DLT) regarding issues directly impacting the terms and conditions of employment as written in the collective bargaining agreement (contract). The committee will meet at least quarterly to understand the topic/issue while maintaining confidentiality. The goals for each committee can be found after my President's Message.

Over the course of the upcoming year, I'm hoping that you consider becoming more involved in the Mayfield Education Association. Our association represents 540 certified and classified employees. There is a lot of work to be done, and we need you. The following list includes ways that you can become more involved with your MEA!

- Attend the many MEA Social Events that will be scheduled throughout the year.
- Ask a Building Representative if you can assist him/her in any way.
- Attend an MEA Executive Committee Meeting (held on the first Wednesday of every month after school in the Middle School Media Center)
- Read the MEA Newsletter to see if help is needed in any way
- Consider attending the NEOEA, OEA, and NEA Representative Assemblies
- Sit on one or more of the committees available for association members
- Attend the annual retirement reception to honor your colleagues
- Review your contract on a regular basis
- Vote in all association elections
- Sign up to receive text messages from the MEA (instructions are in this newsletter)

Again, on behalf of the MEA, welcome back to another school year and your MEA!

Keep inspiring the lives of your students!

John Paydo, MEA President

Contract Committee Charges 2015-2016

Teacher Evaluation Charges

- 1. Address and communicate legislative changes impacting teacher evaluation including, but not exclusive to, the following: student growth measures, shared attribution, vendor assessments, ETPEs, potential integration of resident educator and teacher evaluation**
- 2. Monitor implementation of iObservation and teacher performance with a focus on progress in consistency.**
- 3. Explore alternative technology to enhance management of student growth measures data specifically (SLO) – Infinite Campus, Grade Machine, Google Docs**
- 4. Update and organize the resources in the teacher evaluation folder link**
- 5. Establish business rules for administrative guidelines for timeline for feedback, post conference, uploading evidence etc.**
- 6. Monitor and gather feedback on newly created instruments.**

Teacher Evaluation Committee Meeting Dates (After School)

September 22, 2015

November 12, 2015

January 26, 2016

April 26, 2016

Technology Committee Charges

- 1. Develop procedures and processes around the following: use of student Google accounts, guidelines about the use of Infinite Campus, scheduling around Public School Works training.**

- 2. Identify training needs for both certified and classified staff for professional development as it relates to technology.**
- 3. Investigate the implications moving forward for security, safety, and responsibility when using devices in the classroom.**
- 4. Review the current documents: Board of Education Policy (regarding technology and acceptable use) and District Technology Approval Form (regarding requisition of technology and/or programs.)**
- 5. Review the work of the Instructional Innovation Committee as it relates to technology and its impact on the collective bargaining agreement.**

Technology Committee Meeting Dates (After School)

September 9, 2015

November 11, 2015

January 13, 2016

April 13, 2016

Supplemental Committee Charges

- 1. Audit current supplemental lists.**
- 2. Begin looking at job descriptions.**
- 3. Evaluate supplemental in preparation for needed adjustments.**
- 4. Define/determine process for getting proposed/experimental clubs into the contract.**

Supplemental Committee Meeting Dates (After School)

September 15, 2015

October 20, 2015

November 17, 2015

December 15, 2015

Special Education Committee Charges

- 1. Review staff ratio as outlined by ODE and compare to how we serve our special education population.**
- 2. Review related service ratios outlined by ODE and compare how we serve our special education population.**
- 3. Develop criteria that will be used to determine need for Instructional Assistants and Special Needs Assistants.**
- 4. Identify the supports the general education staff needs when implementing a co-teaching model and how all students with disabilities are supported.**

Special Education Committee Meeting Dates (After School)

September 17, 2015

November 19, 2015

January 14, 2016

March 17, 2016

May 19, 2016

Healthcare Committee Charges

- 1. Explore and develop wellness programming in consultation with Gallagher Wellness specialist, Wildcat Sport & Fitness, and employee health data.**
- 2. Review cost trend data to determine program viability with respect to potential changes.**
- 3. Review enhanced biometrics screening program and the logistics of onsite Mayfield Health & Wellness Clinic operations and personal physician sign-off.**

Healthcare Committee Meeting Dates (After School)

September 8, 2015

November 10, 2015

March 8, 2016

May 10, 2016

Welcome to the MEA!

This year, the Mayfield Education Association welcomes over 30 new members! Please make sure to stop by their classrooms and say hello!

Amy Glicker (High School Counselor)
Michael Ellis (Lander Elementary Intervention Specialist)
Kristin Manfredi (Gates Mills and Millridge Elementary School)
Chris Mittinger (Middle School 7th Language Arts)
Rachael Streitman (Middle School Social Studies)
Daniel Carlson (Middle School Math)
Alex Shaw (High School English Teacher)
Jaclyn Hastings (Middle School 8th Math)
Alexandra Conkey (Middle School 6th Social Studies)
Lisa Perna (Millridge Elementary School, Intervention Specialist)
Tereza Buzdon (High School - Math)
Debbie Elam (High School, Med Tech)
Stacy Cole (PreK Speech)
Melanie Halsey (Middle School 6th ELA)
Christine Roberts (Lander Elementary School Special Education)
Rosemarie Ryan (Lander-Reading Intervention)
Alyssa Thomas (Center, 4th Grade)
James Dianetti (High School Special Education Tutor)
Christine Kress (Physical Therapist)
John Koenig (Middle School 7th Math)
Whitney Sikora (Lander and Gates Mills Elementary School)
DeAnn Bartram (Middle School 7th Language Arts)
Melissa Walters (Middle School 8th Language Arts)
Ben Becerra (Lander, Special Education)
Keith Weathersbee (Excel TECC Fire/EMS)
Nicole Durosko (CEVEC)
Laurie Haynes (CEVEC Job Trainer)
Mary Bright (Middle School 7th and HS Music)
Geoff Grim (CEVEC)
Jon Capadona (Middle School 7th Math Special Education)
Oscar Sarmiento (High School Spanish)
Jonathan Roy (CEVEC Job Trainer)

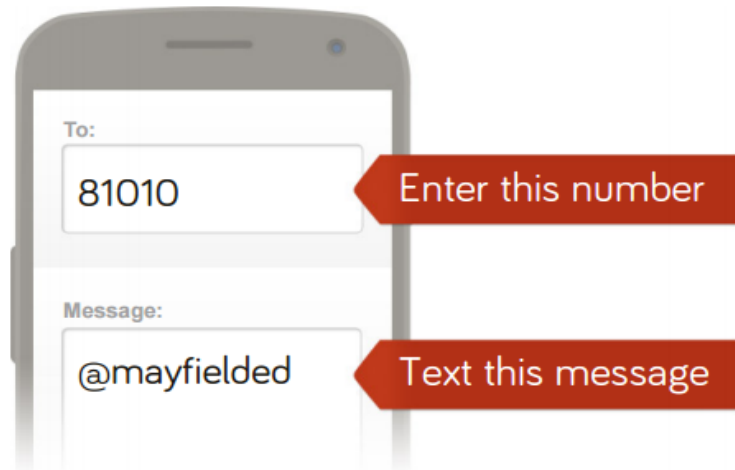
Have a great school year and welcome to the MEA!

Stay Connected with Your MEA

Text Messages

To receive messages via text, text **@mayfielded** to **81010**. You can opt-out of messages at anytime by replying, 'unsubscribe @mayfielded'.

Trouble using 81010? Try texting **@mayfielded** to **(216) 485-3713** instead.



Facebook

Search: Mayfield Education Association on Facebook to like our page.



Contract FAQs

I have been asked to dispense medication, but I am uncomfortable doing so. What does my contract say?

Qualified nurses and/or trained healthcare paraprofessionals shall be the only employees to provide and conduct medical procedures. Employees other than qualified nurses and/or trained healthcare paraprofessionals shall not be required or requested to perform any medical procedure. Employees other than qualified nurses and/or trained healthcare paraprofessionals shall not be required to dispense medication; however, special needs assistants and building monitors shall be assigned the responsibility of dispensing medication in situations when the school nurse or trained healthcare paraprofessional is not available. Performance of the functions identified in this paragraph shall be done pursuant to specific medical instructions detailed on a properly signed authorization by the student's physician, or, in the case of medication, pursuant to the instruction of the student's pharmacist. Custodial care services, such as changing diapers, catheterization, cleaning feeding tubes, etc., shall be provided by school nurses, special needs assistants or instructional assistants hired for and trained properly to perform the required services and shall be designated in the students IEP.

I have been thinking of reviewing my personnel file. When can I do this and what does my contract say?

Certified and classified staff members shall have the right to review their personnel files on any regularly scheduled school day between those hours following the end of the instructional day and before the Central Office closes. This would normally be between the hours of 3:00 and 4:30 p.m. The file shall be reviewed in the presence of an appropriate Central Office official. Check your contract for more information.

2015-2016
CONTRACT
COMMITTEES

This year, we have over 60 members of the MEA volunteering to serve on one of our district contract committees. Thank you for your service to the MEA!

A special THANK YOU to our committee co-chairs who will facilitate the committee work throughout the year!

Teacher Evaluation

Diana Beebe

Healthcare

Nicki Rucci-Macauda

Supplementals

John Sullivan

Technology

Kate Sherwood

Special Education

Jenny McGuire

Teacher Evaluation

Amy Meade

Dan Sheppard

Diana Beebe (Co-Chair)

Jennifer Hancock

Joey Mallin

Kerry Rutigliano

Melissa Fini-Sanson

Nicki Rucci-Macauda

Traci Wright

Danielle Grantham

Supplemental

Becky Hall

Bob Race

Gina Burich

John Sullivan (Co-Chair)

Josh Hayes

Justin Shields

Keith Leffler

Kerri Setlock

Lacy Long-Goldberg

Marty Mackar

Melissa Fini-Sanson

Technology

Anthony Giannetti

Craig Schmidt

Jarrod Mulheman

Jennifer Hancock

Joey Catullo

Kate Sherwood (Co-Chair)

Kristina Waner

Lisa Heint

Michelle Edwards

Mike Bokovitz

Mike Kuenzel

Molly Kish

Sandy Bean

Corey Rice

Healthcare

Alison Rolf

Barb Ancell

Dave Ehrbar

Debbie Kall

Diana Beebe

Joanna Davidson

Jodi Pretnar

Kristen Barth

Lillian McNulty

Marty Mackar

Mary Ellen Tartara

Melissa Fini-Sanson

Nicki Rucci-Macauda (Co-Chair)

Nikki Mikulasik

Nancy McCracken

Kim Zanella

Special Education

Bob Race

Cara Bokovitz

Gina Farmer

Janine Francioso

Jeanne Assing Schroeder

Jennifer Tournoux

Jenny McGuire (Co-Chair)

Jim Chisholm

Kathleen Morgan

Katie Wheatcroft

Kerri Setlock

Theresa Dutton

Vicki Moses

Lillian McNulty



Calling All Interested In Becoming a Delegate

Fall is the time we elect delegates to the NEA, OEA, and NEOEA Representative Assemblies. The days and locations of those assemblies, as well as the number of delegates we are permitted, are listed below.

NEA Representative Assembly-in Washington, DC

July 2-7, 2016

The MEA can send three delegates.

*Delegates to the NEA are also delegates to the OEA and NEOEA rep assemblies.

OEA Representative Assembly-in Columbus

Saturday, December 5, 2015 and

Friday, May 13- Saturday, May 14, 2016

The MEA can send eleven delegates.

*Delegates to the OEA are also delegates to the NEOEA rep assemblies.

NEOEA Representative Assembly

Saturday, November 7, 2015 at Kenston High School

Saturday, April 23, 2016-location TBD

The MEA can send 17 delegates.

If you are interested in running as a delegate for any of the representative assemblies listed above, please send Jeanne Assing Schroeder an email letting her know which assembly/assemblies you would like to run for. Emails are due to Jeanne by 4 pm on Thursday, September 10. Elections for delegates to the NEA, OEA, and NEOEA Representative Assemblies will take place in individual buildings during the first week of October.

**Elections for representatives to these assemblies
will be held by October 8 in individual buildings.**

Attention All Members:

SAVE THE DATE:

The MEA 3rd Annual Soirée

May 13, 2016

5:30PM @ La Vera

Mark your calendars!

**All Proceeds are donated to
Mayfield H.S. Senior Scholarships.**

Wildcat Wellness



Mayfield Reimbursement Form

Subscribers are eligible for reimbursement on a monthly basis. Requests must be made no later than the 10th of the month to be reimbursed by the end of that month.

Print/Mail or Print/Email For Reimbursement:

Mailto: [AJG/MCSD_REIMBURSEMENTS](mailto:AJG/MCSD_REIMBURSEMENTS@mcscd.com)
Two Summit Park Drive Suite 235
Independence, OH 44131
Email: Missy_Solida@ajg.com
Fax: 330-315-5125

Subscriber Information

Subscriber's last name

First name

Middle initial

Email Address

Telephone number

Activity/item for reimbursement**

Type of activity/item	Program/gym name/retailer	Month of usage	Fee Paid

**Mayfield City Schools will reimburse 100% of monthly cost to a maximum of \$25 per month

Information needed for reimbursement

- This completed Reimbursement Form
- Documentation from the club, facility or program showing monthly or annual enrollment fee (*must include member's name, name of activity and individual charges or fees paid*)
- If you paid an annual membership fee, that amount will be divided by 12 to determine monthly fee (i.e., \$240 annually/12 months = \$20 per month fee)
- Documentation from the club, facility or program showing amount of visits within the month (*minimum of 12 visits per month required for reimbursement*)
- If your club, facility or program cannot provide a printed out report showing the number of visits per month, you can submit the approved reimbursement form with facility signature in lieu of a facility report
- Documentation from the club, facility, program or event showing dates of contract and member(s) enrolled

Certification/Authorization (This form must be signed and dated below by the subscriber)

Reimbursement is subject to approval by Arthur J. Gallagher Company, Program Administrator. Please submit any receipts for reimbursement by the 10th of the month to receive reimbursement by the end of the month; there are no retroactive reimbursements.

Agreement:

I certify that the information above is correct to the best of my knowledge. I am claiming reimbursement for only eligible expenses incurred during the applicable benefit year and for eligible members.

Signature

Date

Check out the
Mayfield Wellness
Site:

<http://mcscdbenefits.com/>

Wildcat Wellness is off to a great start this fall.

All classes begin the week of September 14th.

We registered 50, 5 month FREE Title Boxing Club Memberships in 24 hours!

We are still offering classes below at the Wildcat Sport & Fitness:

Class	Day	Time
Bootcamp with Angie	Tuesday	4:00 - 5:00
“Hybrid” from Results Fitness	Wednesday	3:45 - 4:45
Stress Free Now - Wildcat	Wednesday	3:45 - 4:45
Yoga	Thursday	4:00 - 5:00
Stress Free Now - CEVEC	Thursday	3:45 - 4:45
Weight Watchers	Thursday	3:45 - 4:45

Cleveland Clinic's Stress Free Now eCoaching Program is now available online

- . With weekly OPTIONAL onsite sessions at 2 locations:
 - o West - Wildcat Sport & Fitness on Wednesdays
 - o East - CEVEC on Thursdays
- . 6 week program

Biometric Screenings are BACK!

Coming your way next week, be on the lookout for the online scheduling system to register for your screening.

Here is the schedule:

Date	Time	Place
Monday, October 5 th	6 am – Noon	Mayfield High School
Tuesday, October 6 th	6 am – Noon	Baker
Wednesday, October 7 th	6 am – 5 pm	MCHI/Millridge Elementary (AM) Baker (PM)
Thursday, October 8 th	6 am – Noon	Lander Elementary
Friday, October 9 th	6 am – 4:30 pm	Center Elementary (AM) Baker (PM)

Six (6) potential credits for \$125/single or \$250/family are available for the following activities and targets:

Do Biometrics Onsite or @ Physician	Included
Tobacco Free	Included
Body Mass Index	≤30
Cholesterol	≤240
Blood Pressure	≤140/90
Blood Sugar	≤100 or 6% alc

Biometric results from an examination or screening must be submitted by **October 15, 2015** to be eligible for the 2016 Deductible Period.

All employees have an opportunity to earn credits against the deductible by either (a) meeting the biometric target, or (b) showing 5% improvement from the prior year's screening, or (c) submitting a physician's certification form with a medical professional's certification that you are being treated for the condition being evaluated.

All this information and more is available 24/7 at www.mcsdbenefits.com! Just click on the wellness button.

Send NEWS items to
Nicki Rucci-Macauda at
nrucci-macauda@mayfieldschools.org