



MAYFIELD
EDUCATION ASSOCIATION
Quality Education Quality Staff

News & Views

September, 2016

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,

I hope each of you is enjoying the start of a new school year!

Last spring, the Mayfield Education Association Executive Committee reached out to each member asking for input on the following questions.

1. How can MEA be more relevant to you as a member?
2. As we enter the final two years of our contract and begin to prepare for negotiations, what three aspects of your contract, besides salary and healthcare, are of vital importance to you?

Thank you to all of our MEA Members who responded to our outreach through open and honest feedback. With close to a 75% return rate, your MEA Executive Committee Officers were able to set the framework for the upcoming school year encompassing five goals. Each goal has an action plan and metric for evaluation. Here are the goals and ways you can help us achieve our goals:

Goal #1: Improve communication with Members.

- Attend monthly MEA Meetings which are held from 3:45-5:45 on the first Wednesday of each month in the Mayfield Middle School Media Center.
- Read "Your Contract, Your MEA" emails which highlight and review certain sections of your contract.
- Sign up for MEA Text Alerts (Text @mayfielded to 81010 or text @mayfielded to (216) 485-3713.)

- Continue to read our *MEA News and Views* which is edited by our Certified Vice President Nicki Rucci-Macauda.
- Attend building-level Ten Minute Meetings which will highlight the work being done by the MEA.
- Attend one of our MEA Listening Tours where our MEA Officers and/or Bargaining Teams will be coming to your building to elicit feedback.

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.

- Read committee updates in our *MEA News and Views*.
- Keep in contact with our committee co-chairs: Healthcare (Nicki Rucci-Macauda), Teacher Evaluation (Diana Beebe), Supplementals (John Sullivan), Special Education (Jennifer McGuire) and Technology (Kate Marciano).

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

- Review the list of MEA Building Representatives in your building.
- Attend building-level Ten Minute Meetings which will highlight the work being done by the MEA.
- Ask a Building Representative if you can assist him/her in any way.
- Contact your Building Representatives if you have any concerns or issues that relate to your contract.

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.

- Attend district events that promote our students.
- Support the upcoming Mayfield Schools Levy (Issue 115)
- Attend the MEA Soiree which is being held on May 12, 2017, which funds scholarships for graduating Mayfield High School Students.
- Help with the MEA Senior Congratulations signs that are distributed the weekend of graduation to all MHS graduates.

Goal #5: Identify and prioritize bargaining needs of MEA and MEA-ESP Members.

- Attend one of our MEA Listening Tours where our MEA Officers and/or Bargaining Teams will be coming to your building to elicit feedback.
- Complete one or more of the bargaining surveys that will be sent out throughout the school year.

Over the course of the upcoming year, I'm hoping that you will consider becoming more involved in the Mayfield Education Association. Our association represents 540 teachers and support staff. There is a lot of work to be done, and we need you.

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

2016-2017

Our contract committees are underway for the 2016-2017 School Year. There are five contract committees that meet throughout the year. They are Teacher Evaluation, Supplementals, Technology, Healthcare and Special Education.

Each committee is comprised of an MEA and Administrative Co-Chair. The purpose of each committee is to provide well researched, data-based recommendations to the District Leadership Team regarding issues directly impacting the terms and conditions of employment as written in the

collective bargaining agreement. The MEA President and Superintendent oversee the work of each committee.

Thank you to all of the MEA Members who volunteer to serve on these important committees.

Committee	Dates of Meetings	Proposed Charges	Members
Healthcare	September 20, 2016 December 13, 2016 March 14, 2017 May 9, 2017	<ol style="list-style-type: none"> 1. Continue to 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. Monitor the biometrics screening program at the Mayfield Health & Wellness Clinic operations and personal physician sign-off. 	<u>MEA Members</u> Nicki Rucci-Macauda (Co-Chair) Ruth Miozzi Vikki Halco Lillian McNulty Nancy McCracken Kristen Barth Diana Beebe Debbie Kall Nicki Mikulasik Mary Ellen Tartara Kim Zanella Dave Ehrbar Betsey Gregoire Marty Mackar Chris Bailey <u>Administrative Team Members</u> Scott Snyder (Co-Chair) Mike Barnes Frank Sever Kent Taylor

Technology	September 15, 2016 November 10, 2016 January 12, 2017 March 9, 2017	<ol style="list-style-type: none"> 1. The Technology Committee with overseeing the creation and dissemination of any technology surveys to be sent out during the 2016-2017 school year. 2. Review the work of the Instructional Innovation Committee as it relates to technology and its impact on the collective bargaining agreement. 3. Research and recommend a technology based system for managing and coordinating the work of MCSD Contract Committees. 	<u>MEA Members</u> Kate Marciano (Co-Chair) Michelle Edwards Mike Bokovitz Joey Catullo Sandy Bean Jennifer Hancock Corey Rice Craig Schmidt Kristy Palmieri <u>Administrative Team Members</u> Kate Rateno (Co-Chair) Felecia Evans Jarrod Mulheman Rob Gongola Jackie McLaughlin Nate Bishko
Special Education	September 27, 2016 October 18, 2016 December 6, 2016 January 24, 2017 March 7, 2017	<ol style="list-style-type: none"> 1. Review and create a Mayfield Handbook for the IA/SNA 2. Review contract language for Tutors and make a recommendation as to any discrepancies. 3. Recommend Tier 1 interventions through Book Study: Zones of Regulation 4. Continue to monitor our case load per building 	Jenny McGuire (Co-Chair) Gina Farmer Janine Francioso Jeanne Assing Schroeder Jennifer Tournoux Kathleen Morgan Katie Wheatcroft Kerri Setlock Theresa Dutton Lillian McNulty Rick Cirino Sue DeMello Denise Cirino (Co-Chair) Ronald Holland Bob Ross Jane Reilly-Perry Matt Bradic
Teacher Evaluation	September 14, 2016 November 16, 2016 January 25, 2017 May 17, 2017	<ol style="list-style-type: none"> 1. Create a Systematic Communication Process for Information and Clarification. 2. Make sure guidance rubric and crosswalk are aligned with the new required Guidance Evaluation Standards. 3. Investigate/Research other evaluation templates, alternative assessments, and standards as a proactive measure to prepare for potential evaluation changes in anticipation of bargaining. 	<u>MEA Members</u> Diana Beebe (Co-Chair) Amy Meade Jennifer Hancock Joey Mallin Kerry Rutigliano Melissa Fini-Sanson Traci Wright Danielle Grantham Laura Hannan Rae Malenda Bob Friel

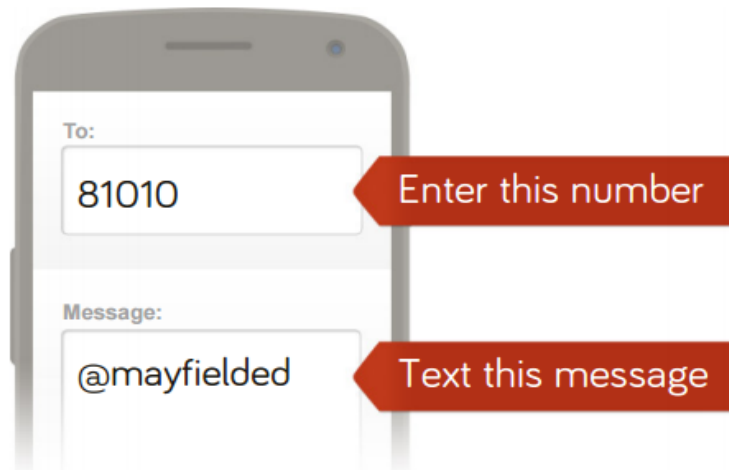
		4. Identify how student growth measures will be used moving forward.	<u>Administrative Team Members</u> Patrick Ward (Co-Chair) Jeff Legan Paul Destino Felecia Evans Brian Linn Jeff Schiller Dan Sheppard
Supplemental	September 13, 2016 October 11, 2016 November 15, 2016 December 13, 2016 Second Semester Scheduled as Needed	<ol style="list-style-type: none"> 1. Define/determine a process for getting proposed/experimental clubs into the contract, including a form and pay rubric. 2. Analyze data from researched schools. 3. After analysis, make needed adjustments. 4. Create presentation and give recommendation. 	<u>MEA Members</u> John Sullivan (Co-Chair) Becky Hall Josh Hayes Keith Leffler Kerri Setlock Lacy Long-Goldberg Marty Mackar Melissa Fini-Sanson Carly Vinborg <u>Administrative Team Members</u> Mike Barnes (Co-Chair) Scott Snyder

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

One of the goals of the MEA is to improve communication with members. Last school year, I sent out certain sections of our collective bargaining agreement (contract) that members may or may not be aware of. Our collective bargaining agreement contains many rights and benefits which have been bargained with administration since MEA was affiliated in 1951. We will be sending out two emails per month to highlight certain sections of our collective bargaining agreement. This email pertains to the operation of our salary schedule. The current collective bargaining agreement is attached to this email.

ARTICLE X. OPERATION OF SALARY SCHEDULE

- E. To receive proper placement on the salary schedule for a full year, it is the teacher's responsibility to have an official transcript placed in the office of personnel on or before September 15.

- F. If a teacher completes the requirements for an additional degree after September 15 and before January 30 of any year, the increase shall be prorated for a half year and paid over the remaining time of the contract, provided that the official transcript is placed in the office of personnel on or before January 30 of any year.
- G. Appropriate proof shall substitute temporarily for the official transcript if submitted by the dates set forth herein.

Attention All Members:

SAVE THE DATE:

The MEA 4th Annual Soirée

May 12, 2017

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/MCSDBENEFITS](mailto:AJG/MCSDBENEFITS@MAYFIELDK12OHIO.SCHS)
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

Don't forget
your Mayfield
Reimbursement
for September
is due by
October 10, 2016

Check out the Mayfield Wellness Site for information regarding current classes, programs and the Biometrics Screening process.

<http://mcsdbenefits.com/>

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