



MAYFIELD
EDUCATION ASSOCIATION
Quality Education Quality Staff

News and Views



www.mayfieldea.ohea.us

Mission Statement

Protect the contractual rights of all its members and to build an effective partnership in an environment of professionalism and mutual respect



March 2017
Hello MEA Members!

Thank you to all of the MEA Members who have been able to attend one of the MEA Listening Tours conducted over the past several months. From these meetings, we've been able to update members on the work of the MEA, hear about contractual concerns and begin to prioritize needs for the contract negotiations. If you were unable to join one of the previously scheduled Listening Tours, we have one date remaining. We will meet at Gates Mills Elementary School on April 12, 2017. The meeting will begin at 2:45 PM.

Speaking of contract negotiations, here's an update! The union and administration feel that we are ready to enter the negotiations process. As we react to legislative changes and attacks on public education, it is important that we identify our issues and bargain a

fair and equitable contract. Here 's a time line identifying key dates.

- April 10-14, 2017: All MEA Members will be e-mailed a link to complete a contract negotiations survey.
- September 11-15, 2017: Contract Negotiations

We urge all of our MEA Members to complete the Negotiations Survey as it will provide vital information to our bargaining team on key contractual concerns and issues.

Our goal in contract negotiations is to reach a tentative agreement that benefits our members. This agreement will be presented to the MEA Executive Committee (Officers and Building Representatives) for support and ultimately delivered to the MEA Membership for a ratification vote.

Finally, I have the great pleasure of welcoming John Sullivan, an English teacher at Mayfield High School, as the next president of the Mayfield Education Association. John believes the union serves its members best when it works to establish and follow a contract that promotes fair practices for each member. As a former Mayfield High School graduate, John aims to continue Mayfield 's tradition of excellence, including the MEA 's favorable relationship with all members of the district. In the ever-changing climate, John intends to advance the needs of educators as professionals and solidify the union as a permanent component in the educational community. Having worked with John for many years, I have no doubt that he will be an excellent MEA President.

I would like to wish everyone a wonderful Spring Break! Please rest, relax and enjoy your days off!

Keep inspiring the lives of your students!

John Paydo, MEA President

Congratulations to the MEA Executive Officers for
the 2017-2018 school year:

President-John Sullivan

Vice President, Certified-Ticki Rucci-Macauda

Vice President, Classified-Kerri Setlock

Treasurer-Marty Mackar

Corresponding Secretary-Kim Zanella

Recording Secretary-Kara Zickes

Check This Out...

Please consider becoming a building representative for the 2017-2018 school year. This is a great opportunity to get involved with the MEA and lend your support to our organization. See a current building representative to learn more about the role and responsibilities. Both certified and classified members are encouraged to step up and become building representatives!



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END OF THE YEAR MEA SOIREE

4th Annual

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

SAVE THE DATE:

The MEA 4th Annual Soirée

May 12, 2011

5:30PM @ La Vera

Mark your calendars!

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

Any questions please contact Marty Mackar or Kerri Setlock:

mmackar@mayfieldschools.org

ksetlock@mayfieldschools.org

LEGISLATIVE UPDATE

OEA urges action on teacher “externship” provision in governor’s proposed budget

On January 30, Governor John Kasich released his Executive Budget (House Bill 49) detailing his plans for the state budget for Fiscal Years (FY) 2018 and 2019.

A provision in the governor’s proposed budget would require teachers to complete an on-site work experience with a local business or chamber of commerce as a condition of licensure renewal beginning September 1, 2018. This work would count toward the continuing education requirement. Local professional development committees would be responsible for identifying work experience opportunities to fulfill this provision.

The proposal is one of many recommendations from the governor’s Executive Workforce Board that were included in the budget bill.

The OEA is strongly opposed to requiring teachers to complete an on-site work experience with local businesses as a condition for licensure renewal.

- The state does not need to create an individual mandate for teachers that interferes with a customized professional development plan based on a teacher’s specific needs.
- This proposal is another needless hoop for teachers to jump through that was created by those who are not part of the teaching profession.
- Teachers are always eager to grow professionally and recognize the importance of understanding the job skills that employers are seeking, but a requirement to work in an outside business is not necessary to achieve that understanding.
- This proposal could place an unworkable burden on businesses that would need to absorb thousands of teachers in need of “externships.”

OEA urges members to take action. Contact your legislator to share your views on this issue. Visit actionnetwork.org/letters/say-no-to-teacher-externships and tell legislators the provision in HB 49 requiring on-site work experience as a condition for teacher licensure renewal should be removed.

Under the governor’s proposed budget, more than half of school districts would receive less funding than in the previous budget. This is largely due to the proposal to reduce guaranteed funding for school districts that have lost more than five percent of students from 2011-2016.

The 2018-2019 Executive Budget District-By-District simulations are available at bit.ly/District-by-District. These figures are not final and will change during the budget process.

OEA is committed to the principle that all children should receive high-quality educational opportunities regardless of where they live or their families’ income. This cannot happen without adequate resources.

OEA will continue to update members as the budget moves forward and provide opportunities for members to get involved.

Following are highlights from the OEA House Bill 49 Executive Budget Analysis. For a detailed analysis, visit the OEA website, www.ohea.org.

K-12 EDUCATION

School Funding

- Retains the current school district funding structure with a change to the transportation component
- Establishes the per-pupil funding amount as \$6,000 in each FY (same as FY 17 per-pupil)
- Reduces funding earmarked for the transportation of students by \$73.8 million or 12.2% over the biennium
- Provides no increase in the funding amount for the special education, career-technical and K-3 literacy components of the formula
- Ensures that no school district will lose state aid under the formula from FY 2017 levels unless the district has lost more than 5% of its students over the past five years.
- Reduces guaranteed funding for school districts that have lost more than 5% of students from 2011-2016. Schools with populations that have declined with rates higher than 5% will see direct state aid reduced by 1% for each additional percent below the 95% threshold. The maximum loss is set at 5% of state aid.
- Removes the third grade reading proficiency bonus and graduation bonus from the guarantee
- Sets a 5% gain cap on annual growth in formula aid in each year of the biennium
- Reduces the Tangible Personal Property Tax reimbursement and supplement by \$125.6 million over the biennium
- Reduces special education enhancements funding by 3.5% in FY 2018 from FY 2017 levels
- Reduces career-technical education enhancements funding 10.5% in FY 2018 from FY 2017 levels and by 8.8% in FY 2019
- Appropriates approximately \$70 million in each year of the biennium for early childhood education (16.6% increase over FY 2017 levels)

► CONTINUED

STRS UPDATE

RETIREMENT SYSTEMS UPDATE

Proposed assumptions for STRS would have big impact

The January 2017 OEA Retirement Systems Update, reported that the STRS Board is considering changes to actuarial assumptions that, if adopted, would dramatically increase the system's liabilities and decrease the funding ratio of the system. Such a change would lead the Board to consider benefit changes to keep its funding levels within the parameters established in state law. The Board received additional information and had further discussion during its January education and planning meeting. Adoption of new actuarial assumptions is expected in March.

Below is more detail about the recommendations made by the Board's actuarial firm (Segal). The experience review measures economic and demographic assumptions. Segal's recommendations include:

- **Assumed rate of return:** Decreasing the assumed rate of return on investments from the current rate of 7.75%. Segal indicated a possible return range of 6.95% to 7.45% before settling on its recommendation of a 7.00% investment return assumption. Segal indicates this change would add as much as \$8.8 billion to STRS Ohio's accrued liabilities.
- **Mortality:** Adopting mortality tables that account for increasing lifespans among benefit recipients. This change would recognize that benefit recipients are living longer and collecting benefits for longer than expected and this trend is expected to continue. Segal indicated this change to the mortality tables would add about \$4.1 billion to STRS Ohio's accrued liabilities.
- **Inflation:** Reducing the inflation assumption to 2.50% from the current 2.75%.

The STRS Board is not required to adopt Segal's recommendations. If the Board were to adopt all the recommendations, the accrued liabilities of the system would increase by about \$11.5 billion and its funding period would be infinite—meaning without changes, the pension fund would eventually be unable to pay benefits.

STRS staff presented potential options for reducing liabilities through decreased benefits. Each scenario included a discontinuation of future cost-of-living adjustments (COLA). A change to the COLA has by far the biggest impact because it affects retirees who represent approximately 75% of the system liabilities. Scenarios also included changes to the calculation of final average salary, age and service eligibility and the benefit formula.

OEA's View: OEA is committed to our members' economic security in retirement. A stable, reliable pension is the underpinning of that security. Any change to pension benefits would be extremely painful. This cannot just be a numbers exercise. These decisions have a real impact on the lives of hundreds of thousands of retirees, active teachers and their families, as well as future educators.

The investment return assumption recommended by Segal is cause for concern. Segal presented a range of investment assumptions it deemed reasonable (6.98% to 7.45%), but the recommendation of 7% is the low end of this range and would be an outlier among Ohio pension plans. Last year, OPERS and SERS went through the same exercise both set their assumed rate at 7.5%. A lower investment return assumption would add billions of dollars in liabilities. The STRS Board should make sure the assumptions they adopt do not unnecessarily add liabilities on paper that would be offset by reduced benefits to members.

OEA will actively oppose any reduction to active teachers' pension benefits. Active teachers contribute an unprecedented percentage of their pay (14%) and have already seen their benefits reduced and careers extended by 2012 pension legislation. Changes to cost-of-living allowances, if necessary, should be temporary or partial reductions rather than a permanent suspension. Cost-of-living allowances are vital to maintaining purchasing power in retirement. As the financial condition of the pension plan improves the Board should aim to reinstate the COLA and to reduce employee contributions.

STRS examines pathways for health care plan

At the STRS Board's education and planning meeting in January, the Board reviewed several options to extend the solvency of the health care program. The current plan is projected to be solvent for about 20 years. STRS staff presented health care models designed to extend solvency for the health care program for 50 years or more. Among the options presented to Board were:

- Reduce the subsidy for non-Medicare enrollees to the same dollar amount as Medicare enrollees.

- Reduce the subsidy for Medicare enrollees to 1.9% per year of service and reduce non-Medicare subsidy to the same dollar amount as Medicare enrollees while grandfathering non-Medicare enrollees who are retired and enroll before 2019.
- Eliminate subsidy for new non-Medicare enrollees beginning in 2019.

OEA is an active member of the Healthcare and Pension Advocates for STRS (HPA) coalition, which previously stated opposition to considering pathways that would eliminate a subsidy for non-Medicare enrollees. The STRS Board is expected to continue discussions on the health care plan with a potential decision in March.

Kara Zickes is closely monitoring STRS changes and updates for certified and JoAnna Lamparelli is monitoring for classified staff.

Congratulations to our February
Newsletter Winner:
Joseph Hayes

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