



MAYFIELD

EDUCATION ASSOCIATION

Quality Education Quality Staff

www.mayfieldea.org

News and Views
May 2016

MISSION STATEMENT:

PROTECT THE CONTRACTURAL 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 SCHOOL DISTRICT.

News from the President



Dear MEA Members,

Happy Educator Appreciation Week!

On behalf of the officers of the Mayfield Education Association, I would like to thank you for your commitment and dedication to the students of the Mayfield Schools. We are fortunate to educate such wonderful students in a supportive community. Enjoy this week and the upcoming summer!

Before the end of the school year, I would like to take a moment to tell you about work that affects you as MEA members that is being done within the MEA. Since the beginning of this year, I've asked the officers and building representatives of the MEA to evaluate how we do business and connect with our members. As President of the MEA, I want our union to be a powerful local union with engaged members. But, what is a powerful union? To me, a powerful local union is one that has a clear vision for its members: one that is widely-respected and has set established goals, has measurable objectives, and is working systematically to achieve them. A powerful local is constantly organizing, and as a result, its membership is engaged, active, and has formed strong relationships with community allies. I have listed some indicators of how the MEA will continue to become more powerful.

Advocacy: The MEA will improve the way it advocates and engages with our district administration on behalf its members in order to improve working conditions, increase salaries and benefits, and to insure that students obtain the highest quality education possible.

Contract Negotiations: The MEA will improve the way it solicits member input for bargaining and develops strong member and community support.

Organizing and Strategic Planning: The MEA will improve the way it engages member organizing and is relevant to its membership by constantly listening and understanding their values, beliefs and issues.

Community Organizing and Engagement: The MEA will improve the way it promotes community outreach and engagement with educational partners, parent groups, the business community, other labor unions, labor-friendly coalitions, and social justice groups.

Communication: The MEA will improve the way it communicates information and vital issues to its membership and the educational community at large.

Political Action: The MEA will improve the way it provides its members with vital political information and positions which promote the changes needed to improve public education.

Leadership Development: The MEA will improve the way it recruits, trains and develops new and future leaders.

Governance Structure/Finance: The MEA will improve the way it runs within democratic structures, while maintaining strong financial practices.

As a local union, we have to evaluate and change, as needed, the systems and practices of how we operate. We have to ask our members to provide input. We have to ask our members how we can be more relevant. We have to ask our members how we can involve them more. Together, we can, and will, become stronger because we are made up of close to 504 dedicated and caring advocates of public education. This is why we recently provided the opportunity for each member to answer the following questions.

- How can MEA be more relevant to you as a member?
- 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?

As we move into a new school year, we are going to engage members like never seen before! From a variety of surveying methods to intentional one-to-one conversations, we are going to work hard to make MEA a powerful union with unprecedented relevancy.

As we enter the last month of school, I would personally like to wish all of you a wonderful summer filled with family memories, much relaxation, and time to rejuvenate.

Keep inspiring the lives of your students!

John Paydo
MEA President

Retirees

*A warm and heartfelt congratulations goes out to our retirees from Mayfield. We wish you the best of the best. You will be missed by all of us because there is **no one like you!***

CONGRATULATIONS TO OUR 2015-16 RETIREES

Charlene Angle
Rita Atlagovich
Donna Byrne
Patrick Capuozzo
Patti Ferris
Kathleen Hess
Mary Kay Jindra
Timothy Kerns
Steven Kock
Joseph Lanese
Timothy Lanning

Janet Malloy
Ann Markoff
Marie McIntyre
Judy Posante
Bonnie Rocks
Janice Rubertino
Nanette Sherwood
Silvia Teffner
Sandra Tyminski
Ronald Wassie
James Young

MEA Senior Recognition Project



The Mayfield Education Association will once again be recognizing Mayfield High School Graduating Seniors by placing a yard sign in their front lawns on the day of their high school graduation. (Seniors living in apartments will be mailed instructions on how to pick up their sign.) Your help is needed in placing the signs in the lawns of our current seniors. Please consider helping! We need about 50 staff members to help. All Mayfield Staff is welcomed to help! This has become a great tradition in Mayfield and the students and community members love it!

If you are willing to help, please read the following:

Volunteers will pick up their signs after school on Friday, May 20, 2016 from Mayfield Middle School. (Earlier pick up is possible too!) Each volunteer will be given about 10 signs – all on the same street or neighborhood. It should take less than an hour to put them in yards. This would also be a great event to do with your family or in groups! The goal of this project is to have all signs in yards by the afternoon of May 22, 2016, which is the day The volunteers from the last few years really enjoyed helping with this endeavor. If you are able to help, please respond to this email.

Thank you for taking time to recognize our high school graduates and helping the MEA achieve the goal of building strong relationships with the communities that we serve! If you are able to help with this project, please email John Paydo at jpaydo@mayfieldschools.org. You can also indicate which neighborhood or set of streets you are interested in.

REMINDER...

To All Certified Staff:

If you have earned additional graduate semester hours for salary credit this summer, please have the transcripts emailed to me from the institution, or mailed to my attention at:

Pat Wheatcroft
Mayfield City School District
1101 S.O.M. Center Rd.
Mayfield Heights, OH 44124

I am not permitted to record any additional hours to your file until I have an “official” transcript. The transcript can come directly to me, or it can be an “official” transcript issued to you, the student – *just send to me, unopened*. In either case, the deadline for additional hours must be in this office no later than September 15, 2016 (grade reports, letters from your Dean stating grade/course number description on college letterhead, or copy of your Master’s diploma showing the date conferred, can be used to meet this deadline, but nothing can be recorded or salary changed until I have the official transcript.)

Call or email me if you have any questions regarding the above.

Thank you,

Pat
449-995-7201
pwheatcroft@mayfieldschools.org

Sue Stack was recognized as the News Channel 5 Teacher of the Week! Today, News Channel 5 came in with their camera crew and surprised Sue with this great honor. She was nominated by one of her students.

The segment will air next Monday, April 25th during their 5 o’clock segment.

Congratulations Sue!





MEA 2016-2017 COMMITTEE VOLUNTEER FORM

Please consider serving MEA on the following committees. (Please check or number in order or preference.)

The following committees are standing contractual committees. Work will be done collaboratively with the administration.

CHECK/RANK	COMMITTEE	OVERVIEW
	Supplemental Committee	Work with the administration to evaluate current supplementals. Will meet once or twice a quarter, or as needed.
	Special Education Committee	Work with the administration to review special education services within the district. Will meet once a quarter, or as needed.
	Health Care Committee	Work with the administration to review current health care benefits and wellness initiatives. Will meet once a quarter, or as needed.
	Teacher Evaluation Committee:	Work with the administration to oversee the Mayfield Teacher Evaluation System. Will meet once a quarter, or as needed.
	Technology Committee	Work with administration to review technology implementation and implications within the district. Will meet once a quarter or as needed.

The following committees are MEA only committees.

CHECK/RANK	COMMITTEE	OVERVIEW
	Constitution and Bylaws Committee	Review the current Constitution and Bylaws of the MEA and make recommendations to the General Membership.
	Social Committee	Plan social events for the MEA
	Profession Rights and Responsibilities Committee	Review grievances and determine next steps for the grievance.
	Honors and Awards Committee	Plans MEA honors and awards
	Elections Committee	Works with MEA Elections Chair to assist with MEA Elections

Please contact John Paydo by email at jpaydo@mayfieldshools.org if you are interested in serving on any of these committees. You can also complete this form and send it to John Paydo (Middle School) through inter-office mail.

Name _____
 Building _____
 Status ___ Certified ___ Classified

Voting Results

2016-2017 MEA Officers

President:	John Paydo
Vice President Certified:	Nicole Rucci-Macauda
Vice President Classified:	Kerri Setlock
Treasurer:	Marty Mackar
Recording Secretary:	Kara Zickes
Corresponding Secretary:	Kim Zanella

Health Plans – Open Enrollment

Monday, May 02, 2016 through Friday, May 13, 2016

All Mayfield Employees are required to complete the open enrollment process through PlanSource whether or not you participate in the health plans

Open enrollment for your 2016-2017 health plans begins today. You can access the PlanSource website at <https://benefits.plansource.com/logon>. Attached are the enrollment instructions and announcement from our Health and Wellness Consultants – Gallagher Benefit Services.

Please note that Healthspan (formerly Kaiser) will not be offered. The HMO has decided to stop offering health insurance coverage in Ohio. With all the changes in healthcare over the last several years and our small number of participants in Healthspan, the option of coverage through an HMO alternative simply does not exist. Healthspan members still interested in District coverage should enroll in the Medical Mutual plan.

Your logon information is:

Username: your entire Mayfield email address (example: drowe@mayfieldschools.org)
Password: your birth date in this order - **YYYYMMDD**

Helpful Hints (Please read):

- * To Begin the process, click on Enroll, then #1 Info.
- To complete the open enrollment correctly, you must go through each benefit offered, start by clicking on the word **Medical**. Once you do this, it will walk you through all of the necessary steps. You must go through the entire process and view each page. There are no shortcuts. Your enrollment will remain incomplete if you do not go through the steps.
- If you are adding a dependent, you must have their social security number.

- The UNUM Life Insurance enrollment portion is now separated into “Life” and “AD&D (Accidental Death & Dismemberment)”. You must complete both portions to complete the Life enrollment. The Voluntary Life Child amount of \$5000 is no longer available to elect. If you currently have it, you can keep it. You may also change to a different amount if you prefer. All of your previous Life Insurance beneficiaries are found in the drop down menu. To locate these, click on the green box **“Add Primary”**. To find Secondary beneficiaries, click on the green box **“Add Secondary”**.

- You will receive an email confirmation and summary – this lets you know you have completed the process. **Be sure to click “Continue” at the end as this completes the enrollment and generates the email.**

Please contact Missy Sciria at Gallagher Benefit Services with any questions you have with your enrollment at 1-234-380-4470

Several options are available **especially for those employees that do not have regular access** to a computer and may need extra assistance to complete the process:

- Access/Assistance - Contact Missy Sciria at Gallagher Benefit Services, 234-380-4470 or Diane Rowe at ext 7225 to set up a time to stop in for help with open enrollment. if not available, please contact the Payroll Dept at ext 7235 for assistance as well.
- Log On – call the Human Resources dept (7225) if you are unsure of what your district email address is for logging in purposes
- Access - With a direct link on the Mayfield webpage, you can enroll using a computer in your building’s media center/library

Remember, this is a requirement for **all** Mayfield contracted employees. Please contact us with any questions you may have concerning the open enrollment process.

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