



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 in order to promote the educational goals of the Mayfield City School District.

March 2018

First and foremost, I hope that you are able to have a relaxing and restful break. Personally, I have been watching the weather forecast and hope that I will be wearing shorts during this week and not shoveling snow. Before you leave for the break, I wanted to make sure that you knew about some important information.

New Contracts: All teams have been working to finalize these documents. It will soon be dropped off to those members who signed up for a printed copy, and it will also be available online at <http://mayfieldea.ohea.us/>. If you do not know our password, please ask a building rep. Thank you to everyone who worked so hard to develop these contracts.



Pay Scale Timeline: All certified members will receive a personalized salary schedule. When you receive it, check it for accuracy and return it to Central Office. Each building will have a presentation and a set time for individual meetings.

- February 16 - Salary schedules developed
- February 23 - Staff Census for proper step and column placement
- March 1-16 - Develop 4 year salary notices
- March 19-20 - Salary notices audited
- March 26-30 - Individual/Random audits completed
- April 1-15 - Finalize presentation and verbiage
- April 15-30 - Building presentations and individual building meetings set up
- April 30 - Salary notices due back to Central Office

Specials Committee: The committee finished its meetings and has made a recommendation which is currently being reviewed by the MEA Certified Bargaining Team.

New Job Categories (MEA-ESP) Committee: A committee has been meeting and working on clarifying job descriptions for next year's contract. Part of this process involves reviewing and merging current job duties. The group will be meeting in mid April to finalize them and will schedule a town hall meeting for all MEA-ESP members.

Tyler Munis Grievances: I have been working with the PR & R Chairs, John Paydo and Diana Beebe, toward a resolution. Again, thank you to those individuals who wrote down their names. It made all the difference.

Enjoy your break,

John Sullivan
MEA President



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Attention All Members:

SAVE THE DATE:

The MEA 5th Annual Soirée

May 11, 2018

5:30PM @ La Vera

Mark your calendars!

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

Legislative Watch

Senate Bill (SB) 246, sponsored by Senator Peggy Lehner (R-Kettering), Chair of the Senate Education Committee, and Senate Majority Whip Gayle Manning (R-North Ridgeville), received sponsor testimony in the Senate Finance Committee on March 6, 2018. The bill seeks to limit certain out-of-school suspensions and expulsions for children in pre-kindergarten through the 3rd grade. Under the legislation, out-of-school suspensions and expulsions would continue to be permitted for violent behavior and to protect the health and safety of others. The bill would also still permit emergency removal of disruptive students when necessary.

Additionally, the bill requires school districts to implement an intervention to encourage positive behavior and to support a framework that seeks to "improve the school climate for the purpose of improving academic and social outcomes and increasing the learning for all students." SB 246 appropriates \$2 million for competitive grants to assist schools in the implementation and allows for a three-year phase-in of the bill's requirements.

OEA supports this legislation. The bill aligns with OEA Legislative Policy passed at the December 2016 OEA Representative Assembly regarding out-of-school suspensions and expulsions of children who are nine years old and younger. A wide variety of research has concluded that more exclusionary approaches to school discipline often fail to improve individual student behavior. Such approaches can also lead to a series of adverse consequences later in life, including academic failure and incarceration.

SB 216 - OTES Reform Long-Sought by OEA Passes Senate Education Committee

The Senate Education Committee has passed a package of reforms to the Ohio Teacher Evaluation System (OTES) that is based on recommendations made by the Educator Standards Board (ESB), which is led by teachers. OEA strongly supports this OTES reform package and has made it a top-priority.

Also, on the plus side, was the removal of a provision that would have allowed a

superintendent to assign a licensed teacher to any grade or subject. OEA advocated for removal of this provision.

However, another provision in SB 216, allowing for a "grade band flex" teacher assignment, is cause for concern. The bill also changes educator grade bands for individuals seeking initial licensure after the bill takes effect. (Current teachers are grandfathered). OEA will continue to urge that these and other concerns be addressed when the House takes up the bill.

Amendments to SB 216 accepted by the Senate Education Committee on March 7 included:

- **OTES Reform:**

Requires ODE to revise the state board of education's standards-based state framework for the evaluation of teachers, based on the recommendations of the Educator Standards Board (ESB) and submit a summary of the revisions to the state board for review. Not later than May 1, 2019, the state board shall adopt the revised framework. Not later than July 1, 2019, the board of education of each school district, in consultation with teachers employed by the board, shall update its standards-based teacher evaluation policy to conform with the state board's adopted framework.

Requires OTES state framework to include at least two measures of high-quality student data to provide evidence of student learning attributable to the teacher being evaluated.

ODE shall define "high-quality student data" and for this purpose. When applicable to the grade level or subject area taught by a teacher, high-quality student data shall include the value-added progress dimension, but the teacher or evaluator shall use at least one other measure of high-quality student data to demonstrate student learning.

High-quality student data may be used as evidence in any component of the evaluation related to the following (i.e. not as a separate 50% factor):

- (a) Knowledge of the students to whom the teacher provides instruction;
- (b) A teacher's use of differentiated instructional practices based on the needs or abilities of individual students;
- (c) Assessment of student learning;
- (d) A teacher's use of assessment data;
- (e) Professional responsibility and growth.

- Prohibits the use of student learning objectives
- College Credit Plus textbooks: Requires families and school districts to share the cost of textbooks needed for student participation in the CCP program, unless the student's family is at or below 200 percent of the federal poverty level.
- Early college high school four-year provisional license: Requires that the state board shall adopt rules establishing standards and requirements for obtaining a nonrenewable four-year provisional educator license for teaching in grades seven through twelve at an early college high school as long as the applicant meets prescribed qualifications.
- Educator Licensure Bands and Teacher Assignment:

Removes unrestricted authority to employ teachers to any grade or subject for which they are not licensed,

A superintendent may employ a teacher in a subject area for which the person is not licensed or a grade level for which the person is not licensed that is within two grade levels of the person's licensure grade band for up to three school years if that person has three or more years of teaching experience and attains a passing score on an examination prescribed by the state board of education in the teaching area

After a person has taught in a subject area or grade band for which that person is not licensed for one year under this section, that person may be licensed in the area or grade band for which he or she had been teaching under this section if that person successfully completes the pedagogy and instruction in the teaching of reading required by ODE for that subject area or grade band. A teacher

preparation program approved by the chancellor of higher education or a school district board of education may provide the required pedagogy course or courses.

Grade Bands: Requires educator licenses issued by the state board of education to be issued in the following grade bands:

Pre-K through grade 5

Grades 4 through 9

Grades 5 through 12

Current teachers grandfathered from new grade bands: The changes to the grade band specifications under this amendment shall not apply to a person who holds an educator license prior to the effective date of the bill.

REMINDER...

In April the MEA will elect building representatives for the 2018-2019 school year. See a current building representative at your school for more information. Consider getting involved with the MEA by running to be a building rep.

D O N A T I O N S
N E E D E D



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6116 Wilson Mills Rd., Mayfield Village, OH 44143

The Mayfield Education Association will be hosting the 5th Annual End of the Year MEA Soiree on May 11, 2018 at La Vera Party Center.

All money raised from the event is donated as college scholarships to graduating seniors.

You can help these Mayfield seniors by donating items, gift cards, services, or financial contributions for a basket raffle and a silent auction. All businesses who contribute will be recognized for their generosity the night of the event.

It is through your help and support that will make this benefit successful!!!

Thank you for your consideration,

Kerri Setlock

Donation Form for Mayfield Education Association Senior Scholarship Fundraiser

- Please include a business card and return this form with your donation.
- Any financial contribution checks should be made payable to:
Mayfield Education Association
- All supporters and donations will be mentioned in the program unless otherwise stated.

Please print:

Name: _____

Address: _____

City, State, Zip: _____

Donation: _____

Value of Donation: _____

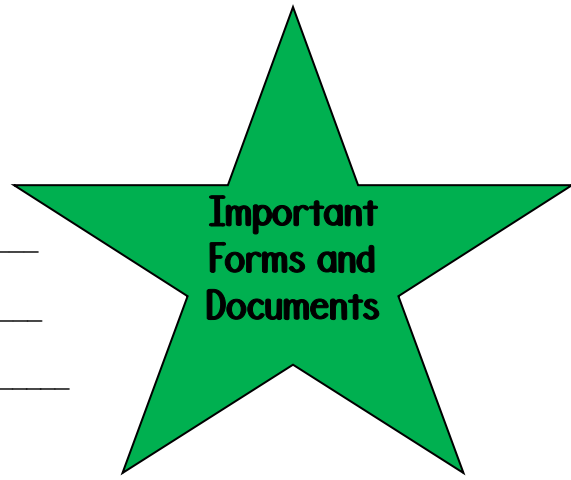
Check the provided space if the donation should remain anonymous: _____

Send this form and donation to: Mayfield Education Association
c/o Kerri Setlock
1123 SOM Center Road
Mayfield Heights, OH 44124

For questions, concerns or need for someone to pick-up your donation please contact:

- Kerri Setlock 440-478-9347
- Kim Zanella 440-382-2393

MEA CONCERN FORM



Today's Date: _____

Name of Employee: _____

Position: _____ Building: _____

Nature of complaint (Be Specific) _____

Incident Date: _____

Section of Contract violated (include page number and number of specific item) _____

Have you discussed this with an administrator? Yes / No
If YesWho:
When:

FOR OFFICE USE ONLY:

Building Rep: _____

Date Received: _____

Course Taken:

Save the Date- The District Retirement Reception will be held on May 3rd at the HS.

*We are asking any members that would like to be included in the reception but who have not stated it officially by **April 13th** to be included in the program. If you have any questions, please contact Laurie Uhlin.*



Send NEWS items to
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