



**MAYFIELD**  
EDUCATION ASSOCIATION  
Quality Education Quality Staff

# News and Views

**February 2019**

[www.mayfieldea.ohea.us](http://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.*



Dear Members:

Recently, several members have asked the MEA Officers about their rights when they are called into a meeting. From OEA and our contracts, I have taken, summarized, and listed these rights so that we can all be better informed.

According to OEA and the law, every member is guaranteed the right to union representation. These rights are called "Weingarten Rights" and can be exercised any time an interview conducted by the employer could result in discipline including termination. They can also be used if it could affect one's personal or working conditions.

If an individual is presented with such a meeting, the member should request that an association representative be present during the meeting. The member is also able to choose his/her representative. Keep in mind that the employer does not have to advise the employee to use his/her Weingarten Rights.

Additionally, we have other rights as listed within our contracts. These rights include the following:

MEA Certified

### XXXII. TEACHER DISCIPLINE

*Before disciplinary action is taken against a teacher, the teacher shall have the right to a conference and to have a representative of his/her choice at said conference. Prior to the disciplinary conference, the teacher shall be given a written statement specifying the available facts which could lead to disciplinary action. The teacher shall be provided, at the time of the discipline, a specific written statement of the basis for the discipline.*

*Disciplinary action shall be designed to bring to the attention of the teacher the impropriety of the conduct in question and shall be appropriate to the nature of the conduct. When the basis of possible disciplinary measures are complaints by a teacher, parent or citizen, the appropriate administrator shall investigate the facts so that said disciplinary action is not taken as a result of allegations. Such investigation will, at the request of the teacher, include the right to request a meeting with his/her accuser in an attempt to establish the facts.*

MEA-ESP Classified

### XXIII. DISCIPLINE AND DISCHARGE

*Discipline shall be commensurate with the seriousness of the employee's conduct. If an employee poses a serious danger to persons or Board property, the Superintendent or designee may suspend an employee without pay for up to three (3) days pending a hearing. In all other cases, an employee shall not be suspended or terminated without being given written notice of the charges, available supporting data and right to representation at least twelve (12) hours prior to a conference to give the employee an opportunity to challenge the reasons for the intended action. ...*

*An employee shall be entitled to ask for, and be accompanied by, a representative of the employee's choice at any conference relating to discipline.*

So, when should a person use Weingarten Rights? OEA suggests that a representative be there when the meeting pertains to any of the following situations:

- Any type of disciplinary action;
- Investigation meeting;
- Reprimand;
- Infraction of a work rule or board policy;
- Questions concerning a request or use of any leave;
- Allegations of abuse; and
- Parental, student or community complaint.

Remember, a member can always clarify the purpose of the meeting to determine if MEA representation is needed. In order to do so, OEA recommends that members use the following language:

"If the discussion I am being asked to enter into could in any way lead to my discipline or termination or affect my personal working conditions, I ask that an Association Representative or Officer be present at the meeting. Without representation, I choose not to answer any questions. That is my right under a U.S. Supreme Court decision called Weingarten."

After these words are said, the employer can do any of the following:

- stop questioning until the representative arrives;
- cancel the interview; or
- tell the employee it will cancel the interview unless the employee voluntarily gives up his or her rights to representation. No member should ever waive his/her right to representation.

If you have any questions about these rights, please ask an MEA Officer or send me an email.

John Sullivan

MEA President

Source and Directly Referencing: <https://www.ohea.org/member-center/weingarten-rights/>.

## NOMINATION TIME

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**IF YOU ARE INTERESTED IN NOMINATING AN MEA MEMBER FOR AN EXECUTIVE OFFICE POSITION, PLEASE EMAIL **JEANNE ASSING SCHROEDER** BY NOON ON TUESDAY, MARCH 5<sup>TH</sup> WITH THE MEMBER'S NAME AND POSITION.**

**THE OFFICES OF THE MEA EXECUTIVE COMMITTEE:**

**PRESIDENT**  
**VICE PRESIDENT, CERTIFIED**  
**VICE PRESIDENT, CLASSIFIED**  
**TREASURER**  
**CORRESPONDING SECRETARY**  
**RECORDING SECRETARY**

## Regular nomination deadline –March 5<sup>th</sup>

### Nomination for Mayfield Education Association Executive Office



I, \_\_\_\_\_, nominate

\_\_\_\_\_

for the office of

\_\_\_\_\_



(Please Print)

All nominations are due to  
Jeanne Assing-Schroeder at the MMS  
by 3:00 PM on  
March 5, 2019.

**\*\*The slate of candidates will be announced at the Executive Committee meeting on Wed., March 6. If an election is needed, it will take place during March at each building.\*\***

CONGRATULATIONS TO THE FOLLOWING STAFF  
MEMBERS WHO WON THE PARKING SPOT!

THANK YOU to everyone for your support.

High School- Renee Wetzel

Middle School- Joanne Miller

Gates Mills- Shelley Bitonti

Transportation- Meg Kaiser

Central Office- Stephanie Tramontano

Lander- Rebecca Schmidt

Center- Michelle Mikonsky

Preschool- Karyn Kuchta

CEVEC- Deb Martin

Millridge- Andrea Palmisano

**THANK YOU** MAYFIELD staff for participating in  
the parking space raffle and for supporting the  
Green Tie Gala!

# END OF THE YEAR MEA SOIREE

6<sup>th</sup> Annual

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

SAVE THE DATE:

The MEA 6<sup>th</sup> Annual Soirée

May 10, 2019

5:30PM @ La Vera

Mark your calendars!

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

Any questions please contact Marty Mackar, Kim Zanella or Kerri Setlock:

[mmackar@mayfieldschools.org](mailto:mmackar@mayfieldschools.org)

[ksetlock@mayfieldschools.org](mailto:ksetlock@mayfieldschools.org)

[kzanella@mayfieldschools.org](mailto:kzanella@mayfieldschools.org)

# COMMITTEE REPORTS:

## Supplemental Committee:

The Supplemental Committee met February 12<sup>th</sup>, 2019. We are working to define criteria for evaluating experimental high school clubs for entry into the contract. In addition, we will be starting the process of analyzing the contract to identify any existing supplementals that are not being filled. Also the committee is recommending the addition of a stipend for a 7<sup>th</sup> grade cheerleading coach for both football and basketball seasons.

## Special Education Committee:

The Special Education Contract Committee last met on January 24. The primary focus of this meeting was working on the paraprofessional handbook. The committee is pleased to report that this handbook is nearly finished! Committee members plan to finalize the handbook this spring, then send it on to John Sullivan and Dr. Kelly for approval. Our next meeting will be March 7.

## Healthcare Committee:

The Healthcare Committee is excited to announce a new Wellness Reimbursement Program. Anyone who qualifies for the life insurance benefit is eligible to receive a wellness reimbursement of up to \$90 per quarter, for wellness-related activities, programs and eligible expenses. The reimbursement covers program attendance for fitness and wellness-related sessions, including gym memberships, fitness classes, weight management classes, dietician visits, holistic health sessions, nicotine cessation programs and other wellness expenses! Please see the website for more information on the wellness reimbursement policy.

<http://www.mywildcatbenefits.com/wildcat-sport-fitness-center/>

Keep on top of your wellness endeavors, track your wellness expenses, and earn your reimbursements quarterly!

Our next Healthcare Committee meeting will be on March 13, 2019.

Send News items to:  
[nrucci-macauda@mayfieldschools.org](mailto:nrucci-macauda@mayfieldschools.org)

