



# MAYFIELD EDUCATION ASSOCIATION

Quality Education Quality Staff

## 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.

## News and Views

[www.mayfeldea.ohea.us](http://www.mayfeldea.ohea.us)

April 2019

Dear MEA Members:

Last week, I attended a Large Locals President's meeting at OEA in Columbus. Becky Higgins, our OEA President, noted concern over a new section within the Licensure Code of Professional Conduct for Ohio Educators: "9. Appropriate and Responsible Use of Technology." Concerning this section, I would like to share with you some guidelines that are listed in OEA's *New Teacher Guide (2018-2019)*.

***"Never put in electronic form anything that you wouldn't want viewed by a million people, including your colleagues, students, and supervisors—and your mother."—Michael D. Simpson, NEA Office of General Counsel***

*Internet Protection Tips:*

1. What you post on the Internet is there forever. If you have questionable material, remove it now.
2. Limit access to your social network, blog, etc. Choose the most restrictive privacy settings, trust the individuals who will see your posts, and use caution if one of your "friends" may have connections to students.
3. Don't "friend" students and never give a student access to your social networking site. Review our District's policies.
4. Monitor and remove inappropriate content that was posted by visitors.
5. Do not blog or post about your job duties, colleagues, supervisors, or students even in passing.



6. If you choose to blog or post as a citizen about a non-job related matter of public concern (i.e., elections, terrorism, environmental issues), take care that what you say will not impede your employer's effectiveness or efficiency or otherwise disrupt the workplace.
7. Even if you are blogging about innocent material (family life, sports, etc.) you still need to be careful that your comments do not interfere with your ability to carry out your job duties.
8. Do not blog or post about personal subjects (dating, romance, drug or alcohol use). Your blog or posts should not contain references to sexual subjects, vulgar, graphic, or profane language. If your blog or post was a movie, it would be "G" rated.
9. Blogging or posting anonymously does not protect you. It can be discovered through litigation.
10. Be careful about posting pictures of yourself or your family on the Internet. Avoid party photos. If others have tagged you in questionable photos, ask them to remove it.
11. If you maintain a site or social media for classroom purposes, before posting any student photo, make sure to follow our District's procedures and/or seek written permission before posting.
12. Do not text with your students.
13. Use District email and phones when communicating with parents and students and do so during typical "business hours."
14. Do not share your personal contact information (personal phone number, email address, etc.) with students.
15. Limit conversations/communication about students to only those teachers/specialists that are teachers of record.

***"When public employees make statements pursuant to their official duties, they are not speaking as citizens for First Amendment purposes, and the Constitution does not insulate their communications from employer discipline."* –U.S. Supreme Court Decision: Garcetti et al. v. Ceballos**

The new Licensure Code of Professional Conduct for Ohio Educators is now open to public comment until April 24. If you would like to comment, here's the link:  
<http://education.ohio.gov/Topics/Teaching/Educator-Conduct/Licensure-Code-of-Professional-Conduct-for-Ohio-Ed>.

John Sullivan  
MEA President

# Building Rep Elections

Please consider running (or nominating someone to run) for a Mayfield Education Association Building Rep Position.

These positions will be voted on in May. All members should consider running for a 2019-2020 MEA Building Rep.

Everyone can get involved,  
Everyone can Make a Difference!  
If you have any questions please contact our  
Elections Chair: Jeanne Assing Schroeder

## SAVE-THE-DATE

Retirement/Farewell Reception is May 9th  
at 3:30 at MHS café.

New this year, we are recognizing all members who are retiring/exiting (this is due to the exit incentive option and wanting to recognize our members and their years of service.) Anyone who wishes to be recognized as a retiree/exiting employee must have their paperwork completed by April 17 and turned in to the Human Resources Department.

**It is time to make plans to  
attend the  
2019 MEA End of the Year  
Soiree!!!**



Presents the 6<sup>th</sup> Annual

**END OF THE YEAR MEA SOIREE**

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

*Friday, May 10<sup>th</sup>, 2019*

La Vera Party Center

32200 Chardon Road, Willoughby Hills 44094

5:00pm - 11:00pm

Ticket Price: \$25.00 per person

Dinner, Dessert, Open Bar, Awards and Entertainment

This event is open to all MEA members, MASP, Food Service, Administration and their spouses/significant others.

**Raising money for MEA Senior Scholarship Fund**

Cash or Check

Basket Raffle

50/50 Raffle

*and other exciting chances to win!!!*

Contact Marty Mackar with any questions.  
440-995-6890 or [mmackar@mayfieldschools.org](mailto:mmackar@mayfieldschools.org)

End of the Year Soiree

*Please return this form by Tuesday May 7<sup>th</sup>, 2019*

*Tickets will be sold at the door*

**There will be no table assignments**

**Seating will be a first come first serve basis**

Name of Attendee	Building	Indicate payment: CASH or CHECK #

Total Amount: \_\_\_\_\_

\_\_\_\_\_ I am unable to attend but have enclosed a donation.

**Send form and check payable to MEA Scholarship Fund**

c/o Marty Mackar/Mayfield High School

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# 2019 Mayfield Staff Making a Difference Nomination



Greetings! The Mayfield Education Association would like to, once again, honor our classified and certified Mayfield staff members who *make a difference* in the district. Those chosen will be acknowledged at the *MEA's 6th Annual Spring Soiree* on Friday, May 10<sup>th</sup>. We ask that you nominate no more than two staff members and that you provide an explanation as to why that individual is deserving of the award. Awards will be presented during the evening of the Spring Soiree on May 10<sup>th</sup>.

I wish to nominate: \_\_\_\_\_

Building: \_\_\_\_\_ Position: \_\_\_\_\_ Certified/ Classified

Reason for nomination:

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Nominated by: \_\_\_\_\_ Building: \_\_\_\_\_

Submit your completed nomination to MaryJane Tomaselli at Center School by **April 18, 2019** through inter-school mail or [mtomaselli@mayfieldschools.org](mailto:mtomaselli@mayfieldschools.org)

Thank You!

## Wellness Reminder...

Please be reminded that all requests for reimbursement, supported by receipts, must be submitted along with the Wellness Reimbursement Form to [wildcatbenefits@oswaldcompanies.com](mailto:wildcatbenefits@oswaldcompanies.com) by Monday April 15<sup>th</sup>.

These requests would cover purchases made from January- March 2019.

Please note there are no retroactive reimbursements and late forms will not be accepted.

Reimbursements for new hires will be pro-rated based on hire date.

Approved reimbursements will be taxed accordingly.

Please visit <http://www.mywildcatbenefits.com/wellbeing-2/> to view the full policy and download the reimbursement form.

Please contact [wildcatbenefits@oswaldcompanies.com](mailto:wildcatbenefits@oswaldcompanies.com) if you have any questions.

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

