

# March 2007

SUN	MON	TUE	WED	THU	FRI	SAT
				<b>1</b> John Glenn 8:45 - 10:00  <i>Lunch at Hanna</i> Supt./PEA President 11:30 - 1:15  EYT Make-up Session <i>BOE Room C</i> 3:30 - 4:45	<b>2</b> John Glenn 8:45 - 10:00  Lunch at John Muir Supt./PEA President 11:30 - 1:15  DIS Mtg. 1:30 - 2:30 Hartenstein/PEA President Meeting Special Ed Dept. Chairs 2:30 - 4:30	<b>3</b>
<b>4</b>	<b>5</b> John Glenn 8:45 - 10:00  Supplemental Review Committee Mtg. 1:00 - 3:00  <i>EYT Mtg.</i> Red Reese 3:30 - 5:00	<b>6</b> John Glenn 8:45 - 10:00  DSDT Committee <i>Red Rees</i> 3:30 - 5:00	<b>7</b> John Glenn 8:45 - 10:00 <i>Special Ed. Mtg</i> Nolan/PEA President 11:30 - 12:30  <i>Lunch Parkview</i> Supt./PEA President 12:00 - 1:15  FORUM BOE Mtg. Room 12:30-3:30	<b>8</b>	<b>9</b> John Glenn 8:45 - 10:00  <i>Lunch Parma Park</i> Supt./PEA President 12:00 - 1:15  <b>Letters of Intent for PEA officers, Committees and NEA RA Delegates due by 3:pm to PEA office or Dave Palmer</b>	<b>10</b>
<b>11</b>	<b>12</b> John Glenn 8:45 - 10:00  Executive Committee 4:00 PEA office  <i>Funding Meeting at VF High School</i> 4:00 BOE Meeting <i>BOE Meeting Room</i> 7:00	<b>13</b> Faculty Meetings	<b>14</b> John Glenn 8:45 - 10:00  Human Resource Mtg <i>Walker/PEA President</i> 11:00-12:30  IPDP meetings, 3:30  Supplemental Review Committee Mtg. 8:30-11:30	<b>15</b> John Glenn 8:45-10:00  Safety Committee Mtg. 2:00-3:30  <i>Sean Brennan Councilman Campaign Kick-Off</i> 5:30 - 7:30 <i>Blue Moose</i>  LPDC meeting <i>HR office, 3:30pm</i>	<b>16</b> Community Business Partner Meeting (CBS) Greenbriar Senior Center 8:00 - 11:00  Lunch Pearl Road Supt./PEA President 12:00 - 1:15	<b>17</b> Saint Patrick's Day  Go See the Parade
<b>18</b>	<b>19</b> John Glenn 8:45 - 10:00  NEOEA Legislative Dinner Hilton Garden Inn 5:00 - 8:00 p.m.  BOE Meeting <i>BOE Meeting Room</i> 7:00	<b>20</b> John Glenn 8:45 - 10:00	<b>21</b> John Glenn 8:45 - 10:00  Human Resource Mtg <i>Walker/PEA President</i> 11:00-12:30  Technology Capacity Study Group Conference Room C 2:00 - 3:00	<b>22</b>  <i>Chamber of Commerce Mtg.</i> 11:00 - 1:00  <i>Special Ed. Council Mtg. 3:30 - 5:00</i>  <i>Maureen is out of the district attending NCUEA committee meeting representing PEA</i>	<b>23</b>  <i>Maureen is out of the district attending NCUEA committee meeting representing PEA</i>	<b>24</b> NEOEA Representative Assembly   <i>Maureen is out of the district attending NCUEA committee meeting representing PEA</i>
<b>25</b>	<b>26</b> Building Rep. Meeting <i>Church Basement</i> 4:00  BOE Meeting <i>BOE Meeting Room</i> 7:00  <i>PEA Elections</i>	<b>27</b> John Glenn 8:45 - 10:00  Faculty Meetings  Lobby Day Report to OEA headquarters 9:00  <i>PEA Elections</i>	<b>28</b> John Glenn 8:45 - 10:00  Human Resource Mtg <i>Walker/PEA President</i> 11:00-12:30  <i>PEA Elections</i>	<b>29</b> John Glenn 8:45 - 10:00  Lunch Pleasantview Supt./PEA President 12:00 - 1:15	<b>30</b> John Glenn 8:45 - 10:00  Lunch Renwood Supt./PEA President 12:00 - 1:15	<b>31</b>

The above dates/times are subject to change.



## President's Viewpoint

by Maureen S. Neville

Recently, the Commission on No Child Left Behind of the Aspen Institute was making its final recommendations for the Reauthorization of the No Child Left Behind Act. Its recommendation; that every teacher be not only Highly Qualified but also Highly Effective. Student test scores will determine the "effectiveness" of a teacher. Obviously, this recommendation is totally unacceptable to all of us. It has generated many contacts with our representatives in Congress, House and Senate, asking them to oppose. Ever get the feeling that objects in the mirror may be closer than they appear? How many times have you read that phrase in your car mirror?

When we look in the mirror of education, what do we see? Issues in education may be closer than they appear. Testing, special education, professional development, IPDP, LPDC, virtual instruction, committee meetings, levy money, No Child Left Behind, are just a few that mirror the bigger issues in society. Teaching students goes far beyond reading, writing, and arithmetic. We no longer come to work in just the arena of education. Furthermore, our mirrors must reflect and rely on our relationships built with parents, community and political leaders. We are closely tied and share the same reflection.

The next time you get into your car and read, objects in the mirror may be closer than they appear, know that as PEA members we must continue to support the right reflection.

Have an Irish month of March with your well deserved Easter Vacation in early April!



Scholarship Committee co-chairs, Kim Porco and Michele Bender with Reverse Raffle volunteer Kristin Cushing take a break near the end of a very successful raffle!

## PEA Foundation Reverse Raffle a Great Success!

by Kim Porco and Michele Bender  
Scholarship Committee Co-Chairs

The 2007 Reverse Raffle and Silent Auction for scholarships was a tremendous hit! The evening revolved around the theme: *Night at the Movies... Where Everyone's a Star!* Scholarship Committee chairpersons, Michele Bender and Kim Porco planned and rolled out the events (down to the red carpet) without a hitch. Special thanks to the sixty-plus local businesses that made contributions to this event. Additional thanks goes to all of the individual schools who donated baskets, and the individual employees and friends of the Parma City School District who contributed. A standing ovation goes out to all of the raffle evening's volunteers: Mike Jaszczak, Dennis Lewis, Sandy and Ray Roth, Bev Dorson, Kristin and Dennis

Cushing, Craig Bender, Randy Porco and of course our leading lady Maureen Neville. The true stars of the evening were the 158 guests who attended and helped us to raise over \$6,000 for the PEA Foundation scholarship fund!



# Information From the LPDC - Professional Development Units

by **Barbara Roslan**  
PEA Secretary

Are you looking for ways to earn Professional Development Units (PDU's) towards license renewal? One of the ways to do this is through PEA involvement. You can earn PDU's by becoming a Building Representative or by joining a PEA Committee. Elections for both of these opportunities will occur very shortly.

PEA has many committees that welcome new members. Are you good with numbers? Kim Kohut chairs the Audit Committee. This committee audits the PEA Treasurer's records looking for any discrepancies, overdrafts, etc. In addition, members work with the Treasurer to determine if any account categories need revision.

Perhaps you are interested in areas dealing with the PEA Constitution. The Constitution, Resolution & Goals Committee, chaired by Norm Baker, is interested in you. This committee interprets and revises our PEA Constitution, By-Laws & Standing Rules. Any new language for these documents is drafted by this committee and presented to the Executive Committee & Representative Council for approval before a vote by the General Membership.

The Community Relations Committee under the leadership of Mary Ann Albaugh does a fine job in organizing the PEA/PTA Thanksgiving Food Drive. She can always use new members to help with this worthwhile event.

Being a part of the Elections Committee would involve helping conduct elections for NEOEA/OEA delegates and NEA delegates, as well as local PEA elections. In addition, you would help prepare ballots and help with the tallying of votes. Dave Palmer is the current chair of this committee.

The Instructional & Professional Development Committee solicits ideas for TEPS courses as well as organizes and develops these valuable courses. Jackie Scott and Lisa Boyd are interested in your help.

Kim Porco chairs the Membership Committee, which works to acquaint

members with services available to our members. The committee members work together to organize the annual membership drive at the beginning of the year.

The Negotiations Planning Committee helps prepare PEA for its next round of negotiations. Members of this committee screen members who are interested in becoming voting members of the Negotiations Team. In addition, this committee is involved in surveying members' interest in items to be included in the next PEA negotiation package. Once those items are gathered, the committee prioritizes them in preparation for negotiations.

The Professional Rights & Responsibilities Committee, chaired by Sue Messenger, enforces all the policies of the negotiated agreement between the PEA & BOE. It initiates investigations into violations of the contract and processes grievances.

The Program Committee, chaired by Connie Loescher, is for those members interested in planning social events, which organizes the Recognition Dinner

at the end of the year and hosts the Representative Council and Executive Committee meetings.

Jen Schumacher and Pat Schultz take care of teachers. The Teacher Welfare committee is here to help you. They send out cards and flowers to members who are ill as well as arrange for member gifts during American Education Week.

Members of the Scholarship Committee work with the Program Committee in organizing the Reverse Raffle. In addition, the Scholarship Committee also recommends candidates to the PEA Foundation for the award of Association scholarships. This committee is chaired by Michele Bender.

Of course, we will also hold elections this spring for PEA Secretary and PEA Treasurer. Consider submitting a Letter of Intent to run for these positions.

Looking for PDU's? Look to your PEA to supply your future Professional Development. It's a great path towards completing your IPDP goals, making new friends, and participating in the future of your association.

# PEA

## IMPORTANT DATES!

**Feb. 26 - Mar. 9: Letters of Intent for PEA officer, committees and NEA delegate elections (treasurer and secretary)**

**Mar. 27: Lobby Day**

**Mar. 26-28: Elections**

**April 24: Lobby Day**

**April 6-15: Spring Break**

**May 28: Memorial Day**

**May 31: Recognition Dinner**

**June 6: Teacher report day**

**June 30-July 5: NEA RA**

## Information for an Election

PEA elections will be conducted in the month of March. In addition to the election of PEA Secretary and PEA Treasurer, we will be electing six NEA delegates (President and Vice President will serve by virtue of the office). It is also the time to elect members to various committees. The LPDC article outlines some of the various committees that the association relies on for much of what we do. Committees:

**Audit** - 3 appointed - No election

**Community Relations** - 7 appointed - No election

**Constitution, Resolutions and Goals** - 6 elected - 3 elected each year for 2 year staggered terms

**Elections** - 3 appointed - No election  
- Also 1 member per building selected by each building

**Instructional and Professional**

**Development** - 12 members

6 appointed to provide grade and building level representation

6 elected to 2 year terms with 3 elected each year to provide staggered terms

**Local Educators Political Action** - Ad

Hoc committee of volunteer members

- No election

**Membership** - No election - All building representatives are members as part of their duty as a BR

**Negotiations Planning** - 11 members - 6 elected - 3 elected each year to 2 year staggered terms

4 appointed plus Vice-President

**Professional Rights and**

**Responsibilities** - 5 members elected 4 appointed

**Program** - 7 appointed - No election

**Scholarship** - 8 members - 4 appointed - 4 elected 2 each year to 2 year terms

**Teacher Welfare** - 7 members - all appointed - No election - 2 from each elementary, middle and high school plus chair -

All committee chairpersons are appointed by the President. Some chairs are appointed from those elected, others appointed directly from appointees. There is an inference that anyone elected serves for a 2 year term.

Under our bylaws, the Nominating Committee will look at the letters of intent for all those running for Secretary and Treasurer. All eligible members running for PEA Secretary will have their names placed on the ballot. Those running for PEA Treasurer will be interviewed by the committee and those they find qualified will be placed on the ballot. Letters of intent are due by March 9th and elections will take place on March 26-28. Contact any PEA officer or your building rep if you have any questions.

## DID YOU KNOW?

School e-mail is considered a **PUBLIC RECORD** and as such anything you write can be accessed by anyone through a public records request.

## More Committees

In addition to the committees listed in the LPDC article, PEA members and the President serve on a wide variety of committees, many of which may count for PDU's. These include:

Building FORUM

Building Staff Development Committees

Building/District CIP Committees

District Calendar Committee

District FORUM

District Staff Development Committee

EYT Committee

Safety Committee

Curriculum Council

Joint Virtual Instruction Committee

Insurance Committee

IPDP and LPDC

District Technology Capacity Cmte.

District Policy and Procedures Cmte.

If you would like the chance to serve on a district level committee, Please contact Maureen Neville.



Additional photo from the Reverse Raffle

## Walking Through the Grievance Process: Level 4

by Michael Jaszczak  
PEA Vice President

We have now looked at Level I-III grievance processes for alleged misinterpretation, misapplication or violations of the Negotiated Agreement. Once the grievance has been disposed by the Superintendent, the member may choose to have a Level IV hearing with the members of the Board of Education.

Once the Superintendent has made his/her written disposition, a copy of the document is sent by the superintendent to the member as well as to the PEA office for the Labor Relations Consultant (LRC) and the PR&R (Professional Rights and Responsibilities) chair. If the member is

happy with the resolution the grievance ends. However, if not satisfied they then inform the PEA office of their intention to file a Level IV grievance. The LRC and PEA President will then send the proper paperwork to the BOE and mutually select a hearing date and time with the Board of Education.

At the time of the hearing, the LRC and PEA leadership present the case to the members of the BOE. Board members often ask many questions to the member as well as the LRC and other PEA representatives. These questions are limited directly to the alleged contract

violation. The members of the board will have received all of the previous level grievance findings prior to the hearing. They will refer to these notes during the Level IV grievance hearing and in their written disposition.

Once the BOE has completed their written disposition of the Level IV they will forward copies to the grievant, PR&R Chair, LRC and PEA President. If the member is still unhappy with the outcome they inform PR&R Chair who then calls for a meeting of the PR&R committee to determine if the grievance is to go to arbitration.

# April 2007

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<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>
<b>SPRING BREAK</b>						
<b>15</b>	<b>16</b> President Meeting in Columbus	<b>17</b> President Meeting in Columbus	<b>18</b> John Glenn 8:45 - 10:00 Human Resource Mtg <i>Walker/PEA President</i> 11:00-12:30 IPDP meetings 3:30	<b>19</b> John Glenn 8:45 - 10:00 LPDC <i>Board Meeting Room</i> 3:30 <i>OEA Representative Assembly in Columbus</i>	<b>20</b> John Glenn 8:45 - 10:00 Community Business Partner Meeting 8:00 - 11:00 <i>OEA Representative Assembly in Columbus</i>	<b>21</b> <i>OEA Representa- tive Assembly in Columbus</i>
<b>22</b>	<b>23</b> John Glenn 8:45 - 10:00 Executive Committee Representative Joint Mtg. 4:00 TBA BOE Meeting <i>BOE Meeting Room</i> 7:00	<b>24</b> John Glenn 8:45 - 10:00 Lobby Day OEA headquarters meeting 9:00 a.m. Faculty Meetings	<b>25</b> John Glenn 8:45 - 10:00 Human Resource Mtg <i>Walker/PEA President</i> 11:00-12:30	<b>26</b> John Glenn 8:45 - 10:00 <i>Chamber of Commerce Mtg.</i> 11:00 - 1:30	<b>27</b> John Glenn 8:45 - 10:00	<b>28</b>
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## Treasurer News

by Dennis Lewis  
PEA Treasurer

Members who itemize federal income tax returns may be able to list professional association dues as a miscellaneous deduction. A restriction in the tax law passed by Congress in 1994 requires that expenses related to lobbying, influencing legislation and the general public in matters such as levy elections is not deductible from taxable income. Consult your tax advisor for additional details.

The 2006 deductible dues amount for full dues paying members is \$725.23 and half dues paying members is \$398.46. Members employed for less than the full year of 2006 may deduct

a pro-rata share of the \$40.98 non-deductible portion of their total dues, based on the total dues amount paid in 2006 as listed on your last pay check of the 2006 calendar year.

This information is also available in the Frequently Asked Questions section of the PEA website  
<http://www.peaoffice.org/html/faq.html>

A list of PEA Committees and descriptions is on the website on the Committees page. Committee work is a great way for members to become involved in the Association, often with a limited time

commitment of only a few meetings per year.  
<http://www.peaoffice.org/html/committees.html>

A new section has been added to provide information on events, activities and opportunities for Advocacy in the profession. Items include member lobby days, training opportunities for Association leadership and action items where members may contact the public officials who set educational policies.  
<http://www.peaoffice.org/html/advocacy.html>

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## The Fund For Children In Public Education

by Michael Jaszczak

Public Education for years has not only been under the microscope, but also under fire from politicians. It is impossible to separate education from politics, so the NEA has set a pac called the Fund for Children in Public Education. This is a way we can advocate for ourselves and our students. Each year PEA conducts a fundraising drive to support advocates of public education. .

The following is portion of an email (Maureen referred to this in her president's column) sent by NEA President Reg Weaver in February. It may give you some idea what we are up against as we fight for a great public education for every child.

This is an urgent appeal and I need your help!

Today, the Aspen Institute's NCLB Commission issued its report proposing changes to the so-called No Child Left Behind Act. The Commission, co-chaired by former Wisconsin Governor Tommy Thompson and former Georgia Governor Roy Barnes, has spent the past year gathering information about NCLB and preparing a detailed series of recommendations for changes to the law.

While the Commission's report makes some positive recommendations in areas such as using growth models in the NCLB accountability system, unfortunately, many of the commission's proposals are ill-conceived, and one in particular represents A SLAP AT EVERY TEACHER WHO HAS ALREADY ACHIEVED HIGHLY QUALIFIED STATUS UNDER NCLB.

The Commission would add on top of the current requirements a new Highly Qualified Effective Teacher"

(HQET) requirement. This new mandate would apply to all reading, math, and science teachers. Such teachers would be evaluated in large part based on student learning gains as measured by standardized test scores. Another part of the rating would be based on a principal's evaluation. It is only a matter of time before this could be imposed on all teachers!

Teachers in each state would be ranked and those in the top 75 percent each year would be considered a "highly qualified effective teacher." Those who do not meet this HQET requirement would have three additional years to meet the mandate and would also receive individualized professional development. If they continue to not meet this mandate, their principal would send a letter to their students' parents informing them their child's teacher was not effective. If after two more years they still do not meet this mandate, they would not be allowed to teach in a Title I school.

As you know, the current NCLB law requires all teachers to meet a federally-mandated "highly qualified teacher" (HQT) definition, which requires all teachers to be fully licensed and certified plus demonstrate competency on each subject taught by either having a college major in that subject, passing an academic content test in that subject, or meeting their state's High Objective Uniform State Standard of Evaluation.

Even though this current HQT requirement has caused teachers over the last five years to spend a lot of time filing paperwork and jumping through other hoops to meet this mandate, the Commission proposes

adding more hoops for most of you to jump through!

I believe this is an ill-conceived proposal that sets teachers up for failure! For a summary of the proposal, NEA's five reasons to oppose it, and our policies to improve teacher quality, please go to: [www.nea.org/lac](http://www.nea.org/lac)

Together we can stop these dangerous plans and instead convince Congress to provide teachers with the tools and resources they need to be successful. Here are two things you can do to help us stop this madness:

1. Immediately email your members of Congress (both your Representative and two U.S. Senators) and tell them to reject the NCLB Commission's ill-conceived "highly qualified effective teacher" mandate. Ask them instead to support NEA's Positive Agenda for ESEA Reauthorization. Go to our Legislative Action Center to send your email messages and for additional information on the HQET proposal.

2. Contribute in the next 24 hours to the NEA Fund for Children and Public Education. to expand our efforts to block these proposals and advance our Positive Agenda.

Collectively, the 3.2 million members of NEA can make a difference! Together we can reach our goal of ensuring that every child has a great public school. Thanks for your help. If you have any questions, please email [eseainfo@nea.org](mailto:eseainfo@nea.org)

In during our FCPE drive in April and May, I hope that you will consider making a donation. Stay tuned for more information!