

March, 2021

Akron Education Association
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AEA *briefs*

THE AKRON EDUCATION ASSOCIATION IS A UNION OF PROFESSIONAL EDUCATORS ADVOCATING FOR SHARED LEADERSHIP AND QUALITY PUBLIC SCHOOLS. WE ARE COMMITTED TO USING OUR VOICES TO MAKE EDUCATING ALL CHILDREN A PUBLIC POLICY PRIORITY. OUR BELIEF IS TO PUT CHILDREN AT THE CENTER OF EDUCATION. WE ENDEAVOR TO WORK TOGETHER WITH PARENTS, FAMILIES AND COMMUNITY TO ACHIEVE OUR GOALS AND SUPPORT SUCCESSFUL EDUCATION.

Dear Colleagues,

I want to take a moment to thank all of you for the relatively seamless transition getting back to in-person teaching. While there were obviously some bumps in the road, and certainly there will be some minor issues which we will have to work out, all-in-all the changeover was handled quickly, positively and professionally for all involved. I also want to highlight what an incredible job all of you did during this last school year. With all of your help, this district has certainly risen to the many challenges we faced and did what was in the best interest of our staff, students and families.

As we move forward towards the months ahead, we all realize Akron Public Schools will be facing quite a bit of change. It is always a challenge for any organization transitioning into new leadership. I sincerely believe that we should all look at some of these changes as incredible opportunities to not only advance many of the outstanding programs and initiatives we have already established in the district, but also to address some of the areas and programs within the district which have room to grown in a positive way.

I want to personally thank Dr. McWilliams-Woods for her years of leadership with APS. She has definitely left a positive mark on Akron Public Schools and I would like to wish her all the best as she decides her future professional path. Ellen and I have had the opportunity to collaborate on many issues facing this district, and I have always appreciated the times we were able to work on and implement some of the innovative programs which are unique and benefitted students and staff, especially those that directly impacted the classroom.

Again, thank you for all you do everyday, and please have a relaxing and peaceful spring break. Hopefully, we will all return rejuvenated and ready to close out this exceptional school year! Take care.



Pat

***Pat Shipe, President
Akron Education Association***

PLC 5-STEP FORM

All PLC Teams across the district should be using the 5-step form approved by the District PLC Steering Committee, unless changes have been requested through the waiver request process and approved by the committee. No changes, additions or deletions should be made to the form by any individual building unless this protocol is followed.

In addition, each PLC Team should be completing one 5-step form during their PLC meetings. Teachers are not required to complete their own individual 5-step form.

Should you have any questions or concerns regarding this process, please see your AEA Building Representative.

LICENSURE CODE OF PROFESSIONAL CONDUCT FOR OHIO EDUCATORS

As there have been numerous questions from AEA members regarding what is or is not a conduct violation which may rise to the level of disciplinary action, We have posted the Licensure Code of Professional Conduct for Ohio Educators on the AEA website at akronteach.org. You can find it listed under the Members tab. Please use this as a resource which you should familiarize yourself with. Should you have any questions, please notify this office.

3.11 REASSIGNMENT AND TRANSFER

This is a reminder that the Spring Transfer Process is currently under way. Members requesting a transfer shall file their request using the electronic transfer form no later than Thursday, April 1. Prior to Thursday, April 15, any member may, in writing, withdraw a request to transfer.

Should you have any questions regarding transfers or reassignments, please see your AEA Building Representative or contact this office.

3.18.A—END OF YEAR STAFF MEETINGS

As a reminder, one additional staff meeting may be called in May to address school closing issues. Agreement language is listed below. Should you have any questions, please see your AEA building representative.

“All members shall attend the scheduled Tuesday building staff meetings. Staff meetings may be held in the member’s building before or after school as determined by a majority vote of the school faculty. Evening meetings shall begin within ten (10) to fifteen (15) minutes following school dismissal and shall not exceed one (1) hour in length nor extend beyond 5:00 p.m. Morning meetings shall not exceed one (1) hour and shall end not less than ten (10) minutes prior to the beginning of a teacher’s homeroom responsibility. One (1) meeting may be held each month, without restriction on content except that “building concerns” will be the first item of business on the agenda. Members shall not be required to tabulate data during a staff meeting or complete assignments for subsequent meetings. A second meeting may be called in May to address building operations issues related to the closing of school. The agenda for all building staff meetings shall be distributed to the staff at least twenty-four (24) hours prior to the meeting.”

4.09.E UNRESTRICTED ABSENCE

It is once again time to check the usage of your unrestricted bonus days. Please check the parameters listed below for usage or, if you have chosen not to utilize these days, payment information is also listed.

4.09.E—Unrestricted Absence

Use of a day of unrestricted absence is prohibited on Parent-Teacher Conference Days and Open House except that a member may make use of a day of unrestricted absence on a Parent-Teacher Conference Day if the member has fulfilled his/her conference obligations by making eight (8) home visits before Parent-Teacher Conference Day and before requesting the day as a day of unrestricted absence. The use of a day of unrestricted absence is further limited during the month of June to a maximum per day of two (2) members per building or 10% of the total building staff, whichever is greater.

The number of members taking unrestricted absence on any one (1) day shall not exceed fifty (50). Unrestricted absence days are to be taken at a time other than immediately prior to or after a scheduled holiday and/or vacation period. To qualify for the one-hundred (100) day benefit in paragraph one (1) below, the member must first complete one (1) year of service with the Akron Public Schools.

1. For more than one hundred (100) accumulated sick days: authorization of one (1) day unrestricted absence shall be given any member with an accumulation of one hundred (100) or more sick days as of the member's first work day each school year.
2. For absence of not more than five (5) days for the previous school year: authorization of one (1) day unrestricted absence during the current school year shall be given any member whose absence was not greater than five (5) days for the previous school year.
3. One (1) Personal Day.

In lieu of the day(s) of unrestricted absence in 1, 2, and 3 above, a member may elect:

- a) Payment of \$100.00 for one earned but unused day
- b) Payment of \$300.00 for two (2) earned but unused days
- c) Payment of \$500.00 for three (3) earned but unused days

The unused days referenced in paragraphs 1, 2, and 3 above will be paid automatically, prior to August 1st, to any member who is eligible and who worked any portion of the school year. Members shall be prohibited from taking the Personal Day during the months of May and June.

Dr. Ellen McWilliams-Woods Announces Retirement

With the recent announcement of Dr. McWilliams-Woods retirement, AEA would like to take a moment to thank Ellen for 32 years of service to Akron Public Schools. Her years of work and dedication to our district have always been evident to all of us. The Akron Education Association wishes her all the best as she moves into the next phase of her professional life.



GENERAL ASSEMBLY MEETING

During its March 10, 2021 monthly meeting, the Akron Education Association's Board of Trustees nominated the following candidates for office.

President
First Vice President
Second Vice President, Elementary
Second Vice President, Secondary
Secretary/Treasurer

Pat Shipe
Michael Householder
Janell Brown
George Niinisto
Chris Milcetic

Per the Constitution of the Akron Education Association, an annual general assembly meeting shall be held during the month of April. This year, the meeting will be held virtually and shall convene on Tuesday, April 13, 2021 from 4:00 p.m.-5:00 p.m. Members may be nominated for office from the floor of the general assembly meeting provided the written consent of the nominee has been previously obtained and a quorum of at least one-hundred fifty (150) AEA members is present.

Please see your AEA Building Representative for instructions, should you wish to attend this meeting

Charlene Nelson-Forbes

It is with a heavy heart that we announce the passing of Charlene Nelson-Forbes. Charlene taught at Findley CLC for many years and was a long time AEA Building Representative for the staff at Findley.

Charlene was an incredibly gifted educator and so dedicated to her students and family that she was teaching right up to a few days before her passing.

We send our deepest condolences to Charlen's husband Scott, who teaches at Jennings CLC, their daughter Chaw, and the entire Nelson-Forbes family. Charlene will truly be missed by all those whose lives she touched.

